



# VICTORIA GOVERNMENT GAZETTE.

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[1949

Factories and Shops Acts.

## DETERMINATION OF THE MUSICIANS BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person employed as a player of any musical instrument" has made the following Determination namely:—

1. That as from the beginning of the first pay period to commence in September, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

### WAGES.

NOTE.—The rates prescribed in columns lettered *A* are payable until the beginning of the first pay period to commence in November, 1948; thereafter the rates prescribed in columns lettered *B* shall be payable.

#### (A) GRAND OPERA, GRAND BALLET, CONCERTS, OR RELIGIOUS PERFORMANCES.

##### Weekly Employees.

2. (A1) For the purpose of this sub-clause (A) a week's work shall be deemed to consist of seven performances, namely, six at night and one matinee, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of seven, in either case all such seven to be held within seven consecutive days and none on Sunday.

	A.		B.	
	£	s. d.	£	s. d.
(A2) Leaders—				
(i) Week's work .. .. .	13	7 0	13	10 0
(ii) Each performance additional to the week's work .. .. .	1	18 2	1	19 0
(A3) Principals—				
(i) Week's work .. .. .	11	7 0	11	10 0
(ii) Each performance additional to the week's work .. .. .	1	12 5	1	13 3
(A4) Week's work for other performers .. .. .	9	15 0	9	18 0
(A5) Each performance additional to week's work .. .. .	1	7 10	1	8 8
(A6) Pianist playing alone .. .. .	11	7 0	11	10 0
(A7) Each performance additional to week's work .. .. .	1	12 5	1	13 3
(A8) Pianist playing alone for voice trials or similar work (not being a member of the orchestra), 15s. per hour until the beginning of the first pay period to commence in November, 1948, and thereafter 15s. 4d. per hour, with a minimum payment as for two consecutive hours.				

##### Casual Employees.

	A.		B.	
	£	s. d.	£	s. d.
(A9) Leaders—each performance .. .. .	2	5 9	2	7 2
(A10) Principals—each performance .. .. .	1	18 11	1	19 9
(A11) Other performers—each performance .. .. .	1	13 5	1	14 3
(A12) Pianist playing alone—each performance .. .. .	1	18 11	1	19 9

(B) GENERAL THEATRICAL ENTERTAINMENT, INCLUSIVE OF PANTOMIME, VARIETY SHOW, VAUDEVILLE, REVUE, COMIC OPERA, MUSICAL COMEDY, DRAMA, BURLESQUE, MINSTREL SHOW, CIRCUSES, AND ALL FORMS OF EMPLOYMENT WHETHER SIMILAR TO ANY OF THE FOREGOING OR OTHERWISE, NOT ELSEWHERE PROVIDED FOR IN THIS DETERMINATION.

##### Weekly Employees.

(B1) For the purpose of this sub-clause B—

- (i) A week's work of six performances shall be deemed to consist of six night performances or, at the option of the employer, or any performance and/or rehearsals to the aggregate number of six, all such performances or rehearsals in either case to be held within seven consecutive days and none on a Sunday.
- (ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days or, at the option of the employer, of any performance and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

	A.	B.
	£ s. d.	£ s. d.
(B2) Week's work of six performances .. .. .	7 19 6	8 2 6
(B3) Each performance additional to week's work .. .. .	1 6 7	1 7 5
(B4) Week's work of twelve performances .. .. .	11 14 6	11 17 6
(B5) Each performance additional to week's work .. .. .	0 19 6	0 19 10
(B6) Pianist playing alone—six performances .. .. .	9 10 6	9 13 6
(B7) Each performance additional to week's work .. .. .	1 11 9	1 12 7
(B8) Pianist playing alone—twelve performances .. .. .	13 5 6	13 8 6
(B9) Each performance additional to week's work .. .. .	1 2 1	1 2 11

(B10) Pianist or other instrumentalist being a member of the orchestra employed additionally for voice trials or similar work—7s. 10d. per hour until the beginning of the first pay period to commence in November, 1948, and thereafter 8s. 2d. per hour, with minimum payment as for one hour if the call is immediately before or after a regular call, and a minimum payment as for two hours in all other cases.

(B11) Pianist or other instrumentalist not being a member of an orchestra employed for voice trials or similar work—10s. 7d. per hour until the beginning of the first pay period to commence in November, 1948, and thereafter 10s. 11d. per hour, with a minimum payment as for two hours.

*Casual Employees.*

(B12) Each performance other than by pianist playing alone .. .. .	1 11 11	1 12 9
(B13) Each performance by pianist playing alone .. .. .	1 18 1	1 18 11

(C) PICTURE SHOWS.

*Weekly Employees.*

- (C1) For the purpose of this sub-clause C—
- (i) A week's work of six performances shall be deemed to consist of six night performances or, at the option of the employer, of any performances and/or rehearsals at the aggregate number of six, all such six performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.
- (ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

	A.	B.
	£ s. d.	£ s. d.
(C2) Week's work of six performances .. .. .	7 5 0	7 8 0
(C3) Each performance additional to week's work .. .. .	1 4 2	1 5 0
(C4) Week's work of twelve performances .. .. .	10 8 6	10 11 6
(C5) Each performance additional to week's work .. .. .	0 17 4	0 17 8
(C6) Pianist playing alone for six performances .. .. .	8 16 0	8 19 0
(C7) Each performance additional to week's work .. .. .	1 9 4	1 10 2
(C8) Pianist playing alone for twelve performances .. .. .	11 19 6	12 2 6
(C9) Each performance additional to week's work .. .. .	1 0 0	1 0 10

(C10) Pianist or other instrumentalist being a member of the orchestra, employed additionally for voice trials or similar work—7s. 3d. per hour until the beginning of the first pay period to commence in November, 1948, and thereafter 7s. 7d. per hour, with a minimum payment as for one hour if the call is immediately before or after a regular call, and a minimum payment as for two hours in all other cases.

(C11) Pianist or other instrumentalist not being a member of the orchestra, employed on voice trials or similar work—9s. 7d. per hour until the beginning of the first pay period to commence in November, 1948, and thereafter 9s. 11d. per hour, with a minimum payment as for two consecutive hours.

*Casual Employees.*

(C12) Each performance .. .. .	1 9 0	1 9 10
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(D) STAGE BANDS.

*Weekly Employees.*

- (D1) For the purpose of this sub-clause D—
- A week's work shall be deemed to consist of six night performances or, at the option of the employer, of performances and/or rehearsals to the aggregate number of six, in either case all such six performances and/or rehearsals to be held within seven consecutive days and none on Sunday.

	A.	B.
	£ s. d.	£ s. d.
(D2) Week's work of six performances not to exceed 18 hours .. .. .	6 0 0	6 3 0
(D3) Each performance additional to week's work .. .. .	1 0 0	1 0 10
(D4) Week's work of six performances not to exceed 12 hours .. .. .	4 0 0	4 2 6
(D5) Each performance additional to week's work .. .. .	0 13 4	0 13 8

*Casual Employees.*

(D6) Each performance of three hours .. .. .	1 4 0	1 4 10
(D7) Each performance of two hours .. .. .	0 16 0	0 16 4

(E) BRASS AND REED BANDS.

*Casual Employees.*

	A.	B.
	£ s. d.	£ s. d.
(E1) Each performance not to exceed three consecutive hours .. .. .	1 0 0	1 0 10

(F) CAFES, HOTELS, RESTAURANTS, AND SIMILAR PLACES.

*Weekly Employees.*

(F1) For a week's work of six performances each not exceeding two consecutive hours and terminating before 7.30 p.m. .. .. .	4 15 0	4 17 6
(F2) Each performance additional to week's work .. .. .	0 15 10	0 16 2
(F3) For week's work of twelve performances each not exceeding two consecutive hours and terminating before 8 p.m. .. .. .	7 5 0	7 8 0

	A.	B.
	£ s. d.	£ s. d.
(F4) Each performance additional to week's work .. .. .	0 12 1	0 12 5
(F5) For a week's work of six performances not exceeding three consecutive hours terminating at or before 7.30 p.m. .. .. .	7 0 0	7 3 0
(F6) Each performance additional to week's work .. .. .	1 3 4	1 4 2
(F7) Work commencing after 7.30 p.m. shall be paid for at the rates for general theatrical entertainment or for dancing, as the case may be.		
(F8) If any floor show or any entertainment is provided or dancing is indulged in during any of the above performances each employee shall be paid at the rates for general theatrical entertainment or for dancing, as the case may be, in lieu of the above rates.		
(F9) Pianist or other instrumentalist playing alone shall be paid the appropriate rate in accordance with the foregoing sub-clauses (F1) to (F5) inclusive, together with an additional 18 per cent.		

*Casual Employees.*

(F10) An employee employed under (F1) not exceeding two hours shall be paid .. .. .	0 19 0	0 19 4
(F11) An employee employed for two performances each day under (F3) not exceeding two hours shall be paid .. .. .	1 9 0	1 9 10
(F12) An employee employed under (F5) not exceeding three hours shall be paid .. .. .	1 8 0	1 8 10

(G) PUBLIC BALLROOMS, CABARETS, BALLS, DANCING, AND DANCING CLASSES.

*Weekly Employees.*

(G1) For the purpose of this sub-clause G—  
A week's work of six performances shall be deemed to consist of one performance not to exceed three consecutive hours on each of six calendar days, all to be given within seven consecutive days, and none on Sunday: Provided that such three hours may, without payment for overtime, be between 8 p.m. and 11.15 p.m.

	A.	B.
	£ s. d.	£ s. d.
(G2) Week's work other than by pianist playing alone .. .. .	7 12 0	7 15 0
(G3) Each performance additional to week's work .. .. .	1 5 4	1 6 2
(G4) Week's work—pianist or other instrumentalist playing alone .. .. .	8 14 0	8 17 0
(G5) Each performance additional to week's work .. .. .	1 9 0	1 9 10

*Casual Employees.*

(G6) Each performance .. .. .	1 10 5	1 11 3
(G7) Each performance—pianist or other instrumentalist playing alone .. .. .	1 14 10	1 15 8

(H) CABARETS AND BALLROOMS.

*Weekly Employees.*

(H1) Week's work of six performances done between 9 p.m. and 2 a.m. .. .. .	14 12 0	14 15 0
(H2) Week's work of six performances done between 9 p.m. and 1 a.m. .. .. .	11 2 6	11 5 6

*Casual Employees.*

(H3) Each performance not to exceed five hours .. .. .	2 18 5	2 19 10
(H4) Each performance not to exceed four hours .. .. .	2 4 6	2 5 11

(I) COFFEE LOUNGES.

*Weekly Employees.*

(I1) Week's work of seven performances done on Monday to Friday between 9.30 p.m. and 12 midnight, Saturday between 9.30 p.m. and 1 a.m., Sunday between 8.30 p.m. and 11.30 p.m. .. .. .	10 4 6	10 7 6
(I2) Week's work of six performances done on Monday to Friday between 9.30 p.m. and 12 midnight, Saturday between 9.30 p.m. and 1 a.m., Sunday between 8.30 p.m. and 11.30 p.m., where the coffee lounge is closed on one regular night, which shall not be changed without reasonable notice, between Monday and Friday .. .. .	9 19 2	10 2 2

*Casual Employees.*

(I3) Each performance not to exceed three hours .. .. .	1 19 9	2 0 7
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(J) SKATING RINKS.

*Weekly Employees.*

(J1) For the purpose of this sub-clause J—  
(i) A week's work of six performances shall be deemed to consist of one on each of six days, each performance not to exceed three consecutive hours in duration, all to be held within seven consecutive days, and none on Sunday.  
(ii) A week's work of twelve long performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed three consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.  
(iii) A week's work of twelve short performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed two consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.

(J2) Week's work of six performances .. .. .	7 5 0	7 8 0
(J3) Each performance additional to week's work and not to exceed three consecutive hours .. .. .	1 4 2	1 5 0
(J4) Week's work of twelve long performances .. .. .	10 8 6	10 11 6
(J5) Each performance additional to week's work and not to exceed three consecutive hours .. .. .	0 17 4	0 17 8
(J6) Week's work of twelve short performances to be held between 2.45 p.m. and 5 p.m., and between 8 p.m. and 10.45 p.m. .. .. .	8 5 0	8 8 0
(J7) Each performance additional to week's work and not to exceed two consecutive hours .. .. .	0 13 9	0 14 1

*Casual Employees.*

(J8) Each performance .. .. .	1 9 0	1 9 10
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(K) CASUAL EMPLOYEES GENERALLY.

- (i) Casual rates shall be ascertained by dividing the weekly rate by six or seven as the case may be, but not by more than seven where the number of performances exceeds seven, with the additional loading of 20 per cent.
- (ii) Casual rates shall be adjustable.

(L) ORGANISTS.

- (i) Organists shall be paid the rate for a member of the orchestra in the type of entertainment in which he is employed, with the addition of 20 per cent.
- (ii) In picture theatres an organist shall be restricted to three hours' actual playing time each day, worked within a daily spread of 10½ hours, and shall be released after the commencement of the second feature of the afternoon performance, and shall not be called upon to resume duty until the finish of the intermediate session.

(LA) CONDUCTOR-LEADERS.

A conductor-leader shall be paid the appropriate rate for a member of the orchestra with an addition of 35 per cent. of such rate.

(LB) LEADERS.

Where there is a conductor in an orchestra (not being an orchestra to which sub-clause (A) of this Determination applies) the leader in such orchestra shall be paid the appropriate rate for a member of the orchestra with the addition of 20 per cent. of such rate.

(M) ADDITION TO PRESCRIBED RATE IF EMPLOYEE PLAYS ONE OR MORE EXTRA INSTRUMENTS.

(M1) If any extra instrument supplied by employee, each performance during week of employment—

	£	s.	d.
(i) If three performances or less .. .. .	extra	0	5 2
(ii) If four .. .. .	extra	0	4 6
(iii) If five .. .. .	extra	0	3 11
(iv) If six or more .. .. .	extra	0	3 3
(v) If six or more—picture shows .. .. .	extra	0	3 0

(M2) If no extra instrument supplied by employee, each performance during week of employment—

	£	s.	d.
(i) If three performances or less .. .. .	extra	0	3 2
(ii) If four .. .. .	extra	0	2 9
(iii) If five .. .. .	extra	0	2 5
(iv) If six or more .. .. .	extra	0	2 0
(v) If six or more—picture shows .. .. .	extra	0	1 9

(M3) If a percussionist is required to double on tympani, xylophone or vibraphone, each performance during week of employment—

	£	s.	d.
(i) If three performances or less .. .. .	extra	0	3 6
(ii) If four .. .. .	extra	0	3 0
(iii) If five .. .. .	extra	0	2 6
(iv) If six or more .. .. .	extra	0	2 0

(M4) The flute and piccolo are not extra to each other, nor are other instruments extra to each other which the Union, by its authorized representative, and the employer agree are not to be considered extra, or which the Wages Board, subject to clause 17, determines not to be extra.

(N) ADDITION TO PRESCRIBED RATES FOR PERFORMING, OUTSIDE ORCHESTRA PIT OR WELL, SOLOS IN ORCHESTRA.

(N1) Where orchestra is required to perform on the stage in view of the audience—

	£	s.	d.
(i) For each musician, per performance .. .. .	extra	0	3 3
(ii) Picture shows—for each musician per performance .. .. .	extra	0	2 6

(N2) Where a musician, other than in picture shows, is required to play in view of the audience either solo or as one of a duet, trio or otherwise than in the ordinary way as part of a complete orchestra—

	£	s.	d.
(i) For such musician, per performance .. .. .	extra	0	3 11
(ii) Picture shows—for such musician, per performance .. .. .	extra	0	3 0

(O) REHEARSALS NOT INCLUDED BY OPTION OF EMPLOYER IN A WEEK'S WORK IN LIEU OF A PERFORMANCE.

(All weekly or casual employees intended to be employed in a performance for which the rehearsal is held, including conductor-leaders, leaders and principals.)

	A.		B.	
	£	s. d.	£	s. d.
(O1) In Grand Opera and other work comprised in sub-clause A of this clause—				
(i) Commencing before 3 p.m., not to exceed two hours .. .. .	0	13 0	0	13 4
(ii) Commencing before 3 p.m., not to exceed three hours .. .. .	0	19 6	0	19 10
(iii) Commencing at or after 3 p.m., not to exceed two hours .. .. .	0	16 3	0	16 7
(iv) Commencing at or after 3 p.m., not to exceed three hours .. .. .	1	4 4	1	5 2
(O2) In any other work—				
(i) Commencing before 3 p.m., not to exceed two hours .. .. .	0	9 9	0	10 1
(ii) Commencing before 3 p.m., not to exceed three hours .. .. .	0	13 0	0	13 4
(iii) Commencing at or after 3 p.m., not to exceed two hours .. .. .	0	13 0	0	13 4
(iv) Commencing at or after 3 p.m., not to exceed three hours .. .. .	0	19 6	0	19 10

(O3) In the case of weekly employees the foregoing rates prescribed in this sub-clause are in addition to the rates prescribed for a week's work.

Other Employees.

(O4) Pianists employed only for rehearsals with company or artists in grand opera or any other work comprised in sub-clause (A) hereof—

(i) Weekly employee, for 30 hours in a week, excluding Sunday .. .. .	11	7 0	11	10 0
(ii) Weekly employee, for each hour over 30 in the week .. .. .	0	7 7	0	7 11
(iii) Casual employee, for each hour on a week day, with a minimum payment as for three hours .. .. .	0	9 1	0	9 5

(O5) Pianist employed only for rehearsals with company or artists in any general theatrical or other work comprised in sub-clause (B) hereof—

(i) Weekly employee, for 30 hours in a week, excluding Sunday .. .. .	9	10 6	9	13 6
(ii) Weekly employee, for each hour over 30 in the week .. .. .	0	6 4	0	6 8
(iii) Casual employee, for each hour on a week day, with a minimum payment as for three hours .. .. .	0	7 7	0	7 11

## (P) ADDITION TO PRESCRIBED RATES WHERE EMPLOYEE SUPPLIES MUSIC.

		Weekly Employees.		£ s. d.	
(P1)	Employee required to supply music	..	..	..	extra 0 15 0
		Casual Employees.			
(P2)	Employee so required—per performance	..	..	..	extra 0 5 0

## (Q) HIGHER DUTIES.

If a musician engaged to do certain work is required to do in lieu thereof other work for which a higher rate is prescribed, he shall be paid for such other work at the higher rate with a minimum as for one performance or as for three hours on each occasion on which he is so required.

(For the purpose of this sub-clause, conducting or leading in the playing of the National Anthem, and playing out the audience, shall not be regarded as higher duties.)

## (R) LOWER RATES MAY BE AGREED TO.

Where the Federal Council or Federal Executive of the Musicians Union of Australia agrees with any employer that for special reasons rates and/or conditions different from those prescribed herein should be accepted by an employee, lower rates or altered conditions may be agreed upon between the said Union and Employer.

A written copy of any such agreement, signed by the Secretary of the Union and the Employer concerned, shall be lodged with the Wages Board Branch.

## PAYMENT OF WAGES.

3. (a) In theatres and similar places all moneys payable under this Determination to a weekly employee shall be paid not later than the first interval on a Friday in each week.

(b) In all other cases, all monies payable under this Determination to weekly employees shall be paid on Friday each week.

(c) If a weekly employee's engagement be terminated, all moneys due to him under this Determination shall be paid within 48 hours of the termination of such engagement.

(d) All moneys due under this Determination to a casual employee shall be paid on the completion of the work on which he is engaged, and not less frequently than once a week.

## NO DEDUCTION FOR MEALS SUPPLIED.

4. No deduction from any of the payments herein prescribed shall be made for meals supplied by an employer to an employee.

## ARRANGING BAND PARTS, ETC.

5. The payments prescribed by this Determination do not include any sums to be paid to a conductor leader, leader, or any other employee for arranging band parts, or doing any orchestration.

## TERMS OF ENGAGEMENT.

6. (a) Where an employee is not expressly engaged as a weekly employee, he shall be deemed to be engaged as a casual employee.

(b) A casual employee may at any time enter into an agreement with his employer to become a weekly employee, but such agreement shall not affect any casual rates payable by the employer to the employee before such agreement is entered into unless it is entered into within three days of the beginning of his employment as a casual employee, in which case he shall be deemed to have been a weekly employee from the beginning.

(c) Where an employee is required by an employer to go on tour he shall be deemed to be in the employment of the employer for at least from the time at which he begins to travel on the tour and to remain in such employment at least until he finishes travelling on his return from the tour, unless in the meantime the employment has been determined legally for neglect of duty, or misconduct.

(d) The weekly wage prescribed by this Determination shall be paid to each weekly employee who is ready and willing to perform the work provided for by the Determination during any week whether he is required to perform such work or not, and this provision is to apply to all engagements whether for open-air performances or otherwise.

(e) A weekly employee shall be engaged and paid as for at least one week.

(f) The employment of a weekly employee is to be terminated on either side only by a week's notice, either given in writing or plainly posted up on the call board or other place seen by the employees in the ordinary course of their employment, which notice may be given at any time during the week at or before the beginning of work on a day, to expire at the end of the sixth calendar day succeeding such day, or if the sixth day be a Sunday, of the fifth day, and the employee shall only be entitled to payment *pro rata* for the time up to the expiration of the notice.

(g) Where an employee is engaged as a weekly employee for any fixed number of performances per week, the engagement shall not be altered to a weekly engagement for which a less sum is prescribed, except on a week's notice to the employee.

(h) Where the period of employment of a weekly employee includes in addition to one or more complete weeks, a part of a week, the weekly employee shall be paid for each whole or fraction of a calendar day included in the part of a week one-sixth of his prescribed weekly wage.

(i) Nothing in this Determination shall affect any legal right to dismiss without notice an employee whether on tour or not for malingering, inefficiency, neglect of duty or misconduct, and in the case of such dismissal wages and other moneys or allowances due under this Determination shall be payable for the employment up to but not after the time of dismissal.

(j) Notwithstanding anything contained in this Determination, an employer may in the case of any weekly employee deduct payment of wages on any day on which an employee cannot be usefully employed because of—

- (i) Any strike; or
- (ii) Any breakdown of machinery; or
- (iii) Any stoppage of work unavoidable by the employer.

(k) At least 48 hours' notice shall be given of cancellation of casual engagement failing which full payment shall be made.

## DURATION OF PERFORMANCES.

7. (a) Except as otherwise provided in this Determination, the duration of performances (with intervals included), so far as covered by the rates of pay prescribed in clause 2, shall not exceed the following times respectively:—

- (i) Picture shows—three hours fifteen minutes.
- (ii) In general theatrical entertainments and all other types of entertainment not specifically covered by smaller number of hours—three hours.

Provided that if during a performance in picture shows the employees are not required to perform for more than two hours in the aggregate, they may be required to work over a spread of three and one-quarter hours.

(b) Where a performance extends in duration to two hours without finishing, an interval of at least ten minutes shall be then allowed, unless it has been previously allowed during the performance, and in either case such interval shall be regarded as time worked.

(c) A performance shall be deemed to have started at the time notified by the employer to the employees as the starting time, or if no such time be notified to have started at the time advertised for starting the performance, but in either case if all the members of the orchestra are not present and ready to start at such time, the performance shall be deemed to start only when the orchestra actually starts playing.

(d) The provisions of this clause apply to all employees whether casual or not unless the contrary intention appears.

## DURATION OF REHEARSALS.

8. (a) The duration of rehearsals shall not exceed two hours where the engagement is for a rehearsal not to exceed two hours nor more than three hours in other cases.

(b) Except as otherwise provided herein the said hours shall be consecutive.

(c) If a rehearsal having been begun before 1 p.m. will not be completed by that time, and a majority of musicians engaged therein have previously asked or do then ask that it be adjourned for some specified time not exceeding one hour for luncheon, it shall be adjourned for not less than the specified time and not longer than one hour, but the time of such adjournment shall not for any purpose be counted as time worked by the musicians, and the work done after the adjournment shall for the purpose of payment be treated as if done continuously with that done before the adjournment.

(d) If the actors engaged in a rehearsal with musicians refuse to proceed therewith without an adjournment for luncheon and such adjournment be granted, the time of such adjournment not exceeding one hour to be between noon and 2 p.m., shall not for any purpose be counted as time worked by the musicians, and the work done after the adjournment shall be treated for the purpose of payment as if done continuously with that done before the adjournment.

(e) A rehearsal shall be deemed to have started at the time notified by the employer as the starting time, but if all the members of the orchestra are not present and ready to start at such time, the rehearsal shall be deemed to start only when the orchestra actually starts playing.

(f) The ordinary range of hours within which rehearsals are to be held shall be as follows —

(i) from 10 a.m. to 4 p.m. if held with actors.

(ii) From 9 a.m. to 3 p.m. if held for a continuous picture show or a picture show giving two performances a day.

(iii) From 3 p.m. to 11 p.m. if the engagement be for a rehearsal commencing at or after 3 p.m.

(iv) From 10 a.m. to 3 p.m. except as otherwise provided herein.

(g) Rehearsals beginning at 9 a.m. for continuous picture shows or picture shows giving two performances a day shall be held in the place where the musician is usually employed or in a place within half a mile thereof, and in the latter case the cost of transferring the double bass or drums shall be borne by the employer.

(h) Where a rehearsal extends in duration to two and a quarter hours without finishing, an interval of at least fifteen minutes shall be then allowed unless it has been previously allowed during the rehearsal not sooner than one hour after starting time, and in either case such interval shall be regarded as time worked.

(i) The provisions of this clause apply to all employees whether casual or not unless the contrary intention appears.

## ABSENCE FROM DUTY.

9. (a) Any weekly employee absent from duty shall lose pay proportionate to the time of such absence unless he produces or forwards to his employer within 24 hours of the commencement of such absence evidence satisfactory to the employer that the absence was reasonable because of either—

(i) any illness of himself due neither to his own fault nor to accident arising otherwise than out of and in the course of his employment;

(ii) any bodily injury to himself caused by accident arising out of and in the course of his employment.

(b) The deduction of pay for absence from a night performance or from a performance, period of work, or rehearsal made part of the week's work for which a rate for the week is prescribed shall be proportionate to that rate and the deduction for absence from a performance or a rehearsal not part of a week's work, shall be proportionate to the rate prescribed for that performance or rehearsal.

(c) This clause shall not affect any right of the employer to determine the employment in accordance with clause 6 of this Determination.

## OVERTIME PAY AND ALLOWANCES.

10. (a) Except as otherwise provided in this Determination, any time worked over or outside the prescribed time limit or range of any performance, period of work, rehearsal, or other work or after a break in working time prescribed to be worked consecutively or continuously shall be paid for at the rate of 1s. 11d. for each fifteen minutes or portion thereof up to mid-night and of 3s. 4½d. for each fifteen minutes or portion thereof after midnight.

Provided that in the case of rehearsals commencing before 3 p.m. not to exceed two hours, the payment for any time up to one hour worked over the said two hours shall be paid at the rate of 1s. 8d. instead of the rate of 1s. 11d.

(b) Where the time limit of any performance, period of work, or rehearsal is exceeded by less than five minutes, such excess shall not be counted as overtime worked, but if it is exceeded by five minutes or more sub-clause (a) shall apply in respect of the whole of such excess.

(c) No overtime shall be payable in respect of the first performance of a production which is within sub-clause (B) of clause 2, and which continues to be produced at the same theatre for at least six nights, but an alteration in items of a production shall not be regarded as making the first performance of such alteration a first night within this sub-clause.

(d) All time to be paid for under this clause or as overtime under any other part of this Determination shall be computed weekly in the aggregate.

(e) The provisions of this clause apply to all employees whether casual or not unless the contrary intention appears.

## SUNDAYS AND PUBLIC HOLIDAYS.

11. (a) For any work done on a Sunday payment shall be made at least as follows:—

(i) To weekly employees in addition to their prescribed pay for the rest of the week—

(a) For performing otherwise than at a rehearsal, 16s. per hour, with a minimum payment as for two and three quarter hours in picture theatres and three hours elsewhere.

Provided that this provision for a minimum payment does not apply to work continued from Saturday over midnight into Sunday and that work continued from Sunday over midnight into Monday shall for the purpose of this sub-clause be deemed all to be done on the Sunday.

(b) For each rehearsal double the appropriate rates prescribed for work on ordinary days.

(ii) To casual employees double the appropriate rates prescribed for work on ordinary days.

(b) (i) All work done by weekly employees on Christmas Day, Good Friday, and Labour Day shall be paid for at double rates.

(ii) To casual employees—double the appropriate rates prescribed for work on ordinary days shall be paid.

(c) For any work done on other holidays, payment shall be made at least as follows:—

(i) To weekly employees—in addition to their appropriate rates prescribed elsewhere herein, if the work be included in the week's work or be covered by the prescribed weekly rate, one-twelfth of the appropriate weekly rate prescribed in clause 2 of this Determination; and if the work be any performance not so included, time and one-half of the ordinary rate prescribed in clause 2 of this Determination for a performance not so included.

(ii) To casual employees—one and one-half times the appropriate rate prescribed for work on ordinary days.

(d) The other holidays above referred to are the days observed in the State where the employment occurs on New Year's Day, Australia Day, Easter Monday, Anzac Day, King's Birthday, Boxing Day, and all other days regarded and observed as holidays throughout the States of the Commonwealth.

(e) Where any of the days specified as holidays in sub-clauses (b) and (c) hereof falls on a Sunday, and in consequence a holiday is generally observed on an ordinary week day which would not otherwise be kept as a holiday, work done on such ordinary week day shall be deemed to be done on one of the days to which the sub-clause (c) hereof applies, and shall be paid for accordingly.

(f) In the case of weekly employees, if by reason of any of the aforesaid holidays being a holiday, no work is done thereon, the prescribed weekly wage shall nevertheless be paid, and such holiday shall be treated for the purpose of sub-clause (A) of clause 2 as if one of the seven performances provided for in that sub-clause has occurred thereon, and for the purpose of the rest of the clause, where six or twelve performances are provided for, shall be treated as if one-sixth of the number of the performances so provided for had occurred thereon, and where no number of performances is provided for, shall be treated as if one-sixth of the ordinary amount of work provided for as covered by the weekly wage had been done thereon.

(g) If an employee is required by his employer to travel on a Sunday he shall, unless he is paid in pursuance of this clause for working on the said Sunday, be paid 10s. therefor.

#### TRAVELLING.

12. (a) For all work by an employee to be done outside a 30-mile radius of the city or town where the engagement with him is made, he shall be provided with first class return air, boat, or train accommodation.

(b) Employees when travelling by train at night shall be provided with sleeping accommodation, or if such sleeping accommodation is not provided, shall be paid the sum which is usually charged to the employer by the Railway Department for such sleeping accommodation.

(c) If an employee is required to travel intrastate or interstate on his employer's business and is unable to return to his home each night he shall, in addition to the rates of pay prescribed by this Determination be paid a living allowance of £5 5s. per week or, if the period is less than one week, at the rate of £1 1s. per day of twenty-four hours. Provided that where meals are supplied when travelling by boat, train or air, the rate shall be £2 12s. 6d. per week and 10s. 6d. per day of 24 hours.

(d) Where an employee not engaged with a view to his working on tour has been continuously employed by an employer in any one city or town for at least twelve continuous months, this clause 12 shall not apply to him in respect of his return to the place of engagement.

(e) The employer shall transport or pay the reasonable costs of transporting the double bass or drums or other bulky instruments when they are to be used for the purpose of the employment.

(f) Where a suggestion is made by or for an employer or proposed employer to a person that the latter will be employed by the former in a certain place if he presents himself there, and such person does so present himself and is employed there, such employee shall receive from the employer all provisions, allowances and payments which would be due under this clause 12 to an employee who is situated in the place where such person is when the suggestion is made and who is definitely engaged by the employer to go from that place and work in the place where such person so presents himself and is employed.

(g) Where a casual employee is engaged and the ordinary fare for return transit from the post office of the city or town where he is engaged to the place of employment is more than 6d. the employer shall pay the reasonable cost of such return transit.

#### SUPPLY OF UNIFORMS.

13. Where an employee is required to wear special uniform other than evening dress, such uniform shall be supplied by the employer and must be clean and in good order, and the cost of renovation and similar cost must be paid by the employer.

#### BAND ROOM ACCOMMODATION, ETC.

14. (a) Where practicable, a band room with adequate seating accommodation, air conditioned where an air-conditioning plant is provided for the theatre, together with suitable locker and lavatory accommodation shall be provided by the employer where musicians are regularly employed. Provided that any dispute in relation to this clause shall be referred to the Wages Board.

(b) There shall be a proper entrance and exit to the orchestra pit or well.

#### TIME-BOOKS TO BE KEPT, ETC.

15. (a) The employer shall keep a time-book or time-sheet, properly posted in ink, showing the names of and times worked by, each employee, and the wages paid to each employee from week to week.

(b) The time-book or time-sheet, with all the entries therein shall, on demand be produced by the employer for inspection at the place where it is kept, at any time between the hours of 10 a.m. and 1 p.m. during any day except pay day, to an official of the Musicians Union of Australia, who has been authorized in writing to inspect the same by the general secretary or secretary of the State branch of the said Union.

(c) One clear day's notice shall be given to the employer of any intended inspection.

(d) No authority to inspect shall be given by the said Union unless the general secretary or State branch secretary has good reason to suspect that a breach of the Determination has been committed by the employer, whose time-book or time-sheet is to be inspected.

(e) For the purpose of interviewing employees on legitimate Union business, not more than two duly accredited representatives shall at the one time have the right to enter the employer's premises, wherein members of such Union or persons in the same calling as such members are engaged, during any non-playing period.

#### SUB-CONTRACT, ETC.

16. If work of any of the kinds covered by this Determination is done by an employee or arranged to be so done in the interest in any way of an employer, this Determination shall apply to such work, employee or employer, notwithstanding that the employer causes or permits such work to be done for, or through or by means of a contractor or other person, and the employer and employee shall have the same rights and obligations to each other as if they were in respect of such work directly employer and employee.

#### MIDNIGHT PERFORMANCES.

17. Double time shall be paid for any performance commencing at 11 p.m. or afterwards, except as otherwise provided.

#### REFRESHMENTS.

18. (a) Where any engagement extends to four hours or more and meals are served to the patrons on the premises or at the place where the engagement is being carried out, meals of the type served to such patrons shall be provided for the musicians free of charge or, in lieu thereof, the musician shall be entitled to the sum of 4s. for each such performance in addition to his ordinary rate of pay.

(b) Where a casual employee is employed for a performance exceeding four hours, such employee shall, unless meals are provided be paid not less than 4s. for refreshment expenses in addition to the payments prescribed by this Determination.

#### ANNUAL HOLIDAY.

19. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

#### TRANSPORTATION.

20. If an employee is detained at the place of employment by the employer or his representative after 11.30 p.m. and if so detained until too late to travel by the last train, tram, or vehicle to his or her home, the employer shall provide proper conveyance for the employee so detained, if a female to her home, or if a male to his home if such home is more than a mile distant from the place of employment.

SUPPLY AND UPKEEP OF HARP.

21. Where a second harp is required, the harp shall be supplied by the employer. Where the harp is supplied by the employee he shall be paid an allowance of £1 per week for upkeep of such harp. For casual engagements, where the employee supplies the harp, there shall be a proportionate payment for the upkeep of such harp.

DEFINITIONS.

22. "Weekly employee" means an employee engaged by the week for at least six performances and/or rehearsals weekly.  
 "Casual employee" means an employee engaged otherwise than as a weekly employee.  
 "Orchestra" means a combination of two or more players.  
 "Band" except as otherwise provided shall have the same meaning as orchestra.  
 "Conductor Leader" means the member of an orchestra who plays and directs the orchestra.  
 "Leader" is the first or principal violin in an orchestra where there is a conductor.  
 "Principal or principal instrument or principal instrumentalist". In relation to orchestras performing for grand opera, symphony concerts, grand ballet or religious performances shall mean and include repetitor violin (that is a violin sitting with the leader), principal second violin, principal viola, principal cello, principal bass, principal flute, principal piccolo, principal oboe, principal clarinet, principal bassoon, principal and third horn, principal cornet, principal trumpet, principal and bass trombone, euphonium, tuba, tympani, principal percussion, addition to tympani, principal harp, piano, organ, contra bassoon, bass clarinet and the first of any one or more musical instruments other than in the foregoing.

PERIODICAL ADJUSTMENT OF WAGES.

23. (a) The wages rates set out in clause 2 are based upon the following basic wage rates, and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 24, provided that rates under £5 (other than rates specifically shown as extra) when the existing index number division was 110.5-111.4, shall be adjusted according to the table prescribed in sub-clause (b) hereof.

BASIC WAGE.

Place.	Needs Basic Wage (Adjustable.)	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State .. .. .	5 14 0	6 0	6 0 0	Six Capital Cities (Weighted average)

TABLE.

(b) Original index number division—110.5-111.4.

Index Number Divisions.		Scales of Rates and of Additions or Deductions.				
For Additions.	For Deductions.	£5 and over.	£4 and under £5.	£2 and under £3.	£1 and under £2.	Under £1.
		s. d.	s. d.	s. d.	s. d.	s. d.
110.5-111.4 .. .. .	110.5-111.4 .. .. .	nil	nil	nil	nil	nil
111.5-112.4 .. .. .	109.5-110.4 .. .. .	1 0	0 10	0 6	0 3	0 1
112.5-113.4 .. .. .	108.5-109.4 .. .. .	2 0	1 8	0 11	0 7	0 3
113.5-114.4 .. .. .	107.5-108.4 .. .. .	3 0	2 6	1 5	0 10	0 4
114.5-115.4 .. .. .	106.5-107.4 .. .. .	4 0	3 3	1 10	1 1	0 6
115.5-116.4 .. .. .	105.5-106.4 .. .. .	5 0	4 1	2 4	1 5	0 7
116.5-117.4 .. .. .	104.5-105.4 .. .. .	6 0	4 11	2 9	1 8	0 8
117.5-118.4 .. .. .	103.5-104.4 .. .. .	7 0	5 9	3 3	1 11	0 10
118.5-119.4 .. .. .	102.5-103.4 .. .. .	8 0	6 7	3 8	2 2	0 11
119.5-120.4 .. .. .	101.5-102.4 .. .. .	9 0	7 4	4 2	2 6	1 0
120.5-121.4 .. .. .	100.5-101.4 .. .. .	10 0	8 3	4 7	2 9	1 2
121.5-122.4 .. .. .	99.5-100.4 .. .. .	11 0	9 1	5 1	3 0	1 3
122.5-123.4 .. .. .	98.5-99.4 .. .. .	12 0	9 10	5 6	3 4	1 5
123.5-124.4 .. .. .	97.5-98.4 .. .. .	13 0	10 8	6 0	3 7	1 6
124.5-125.4 .. .. .	96.5-97.4 .. .. .	14 0	11 6	6 5	3 10	1 7
125.5-126.4 .. .. .	95.5-96.4 .. .. .	15 0	12 4	6 11	4 2	1 9
126.5-127.4 .. .. .	94.5-95.4 .. .. .	16 0	13 2	7 4	4 5	1 10
127.5-128.4 .. .. .	93.5-94.4 .. .. .	17 0	14 0	7 10	4 8	1 11
128.5-129.4 .. .. .	92.5-93.4 .. .. .	18 0	14 8	8 3	4 11	2 1
129.5-130.4 .. .. .	91.5-92.4 .. .. .	19 0	15 7	8 9	5 3	2 2
130.5-131.4 .. .. .	90.5-91.4 .. .. .	20 0	16 5	9 2	5 6	2 4

ADJUSTMENT OF BASIC WAGE.

24. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in February, 1949, the amounts of the Basic Wage shall be as prescribed in clause 23.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 27th October, 1948.





# VICTORIA GOVERNMENT GAZETTE.

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No. 21]

TUESDAY, JANUARY 11.

[1949

Factories and Shops Acts.

## DETERMINATION OF THE UNDERTAKERS BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which, since the 17th February, 1932, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in the business or occupation of an undertaker, or maker of coffins," has made the following Determination, viz. :—

1. That as from the 1st December, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

### WAGES PER WEEK OF 40 HOURS.\*

Apprentices.		Improvers.		Other Employees.		Within the Metropolitan District.	Outside the Metropolitan District.
WAGES.		WAGES.		WAGES.		s. d.	s. d.
1st year's experience	s. d. 46 6	Under 18 years of age	s. d. 69 0	Workers engaged in making coffins of wrought timber for either polishing or varnishing ..		180 6	177 6
2nd "	64 6	18-19 years of age ..	92 0	Workers engaged in making other coffins, trimming or polishing coffins, or conducting funerals		167 6	164 6
3rd "	81 0	19-20 " "	119 0	Chauffeurs who make adjustments and attend to actual running repairs to motor hearses, coaches, or wagons ..		167 0	164 0
4th "	106 6	20-21 " "	145 6	Other chauffeurs who drive and may be required to change tyres, oil and/or plugs, or grease, clean and/or polish a motor vehicle ..		157 0	154 0
5th "	137 6			All others ..		157 0	154 0
PROPORTION (within any factory or place). One apprentice to every two or fraction of two workers receiving not less than 154s. per week. An amended indenture of apprenticeship prescribed by the Board was approved on 9th November, 1915.		PROPORTION (within any factory or place). One improver to every seven or fraction of seven employees receiving not less than 154s. per week.		Provided that employees who live at either principal or branch establishments shall receive 20s. per week extra and shall be charged not more than a weekly rental of 1s.			

\* The hours fixed above for the week's work are to be taken as including time occupied in attending to horses on Sundays (not exceeding two hours).

Allowances.—For allowances under this Determination see clause 10.

### TIMES OF BEGINNING AND ENDING WORK.

3. The ordinary times of beginning and ending work shall be between 8 a.m. and 5.30 p.m. Monday to Friday inclusive. A meal interval of 60 minutes shall be allowed, and taken between the hours of 11 a.m. and 2 p.m.

### WEEK-END BURIAL OR CREMATION.

4. Within a radius of 25 miles from the Post Office situated at the corner of Bourke and Elizabeth streets, Melbourne, no employee shall be required to participate in the conduct of any burial or cremation on a Saturday or Sunday, subject to the following exceptions :—

- (a) unless such burial or cremation is by direction of the District Officer of Health and—
  - (i) the deceased has died from an acute infectious disease, or;
  - (ii) the body is in a state of obvious decomposition at the time when the funeral arrangements are being made ;
- (b) the deceased person died between the hours of midday and midnight on the preceding Thursday ; or
- (c) where any of the holidays prescribed in clause 17 of this Determination occurs on the following Monday, save and except when the preceding Saturday is also prescribed as a holiday in the said clause 17.

## OVERTIME.

5. Outside the hours fixed as the times of beginning and ending work  
 Within the hours so fixed in excess of the number of hours as fixed for a week's work } Time and a half.  
 Provided that any employee required to do any removal work occupying any time between midnight and 6 a.m., on any day shall be paid a minimum of 15s. for each occasion he is so required to work.  
 An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

## TERMS OF ENGAGEMENT.

6. Any employee (other than a casual employee) willing and available to work shall in respect of each week of his employment be paid the full weekly wage fixed by this Determination and shall in addition be paid at overtime rates for work done in excess of or outside the ordinary hours of employment.

## CASUAL LABOUR.

7. Casual employees, i.e., persons who are employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work, shall be paid at the rate of time and a quarter, with a minimum of one pound per day.

## ANNUAL HOLIDAY.

8. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

## PAYMENT OF WAGES.

9. All wages must be paid on Thursday, and in the employer's time.

## ALLOWANCES.

10. (i) To the amounts otherwise prescribed in this Determination shall be added the following:—(a) Driver of a motor vehicle fitted with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive and/or clean such unit 1s. per day. (b) Cleaner of gas producer unit (who is not a driver) for each day or part thereof upon which he is called upon to clean such unit 1s. per day.  
 (ii) Suitable overalls and gloves shall be provided by the employer for employees cleaning gas producer units.  
 (iii) An employer shall re-imburse an employee the cost of any telephone calls made under instructions by him or in the case of an emergency in connexion with the duties of such employee.

## PAYMENT FOR HOLIDAYS.

11. All employees shall be entitled to the holidays prescribed in clause 17 without deduction of pay.

## SICK LEAVE.

12. (a) Any employee (other than a casual employee) who has had not less than six months' service with the same employer shall be entitled to leave of absence on account of ill-health, provided he has submitted within 24 hours of the commencement of such absence satisfactory evidence that same is not the result of his own misconduct. If the conditions hereinbefore stated have been complied with, the employee shall be entitled to leave of absence (without deduction of pay) for a period not exceeding in the aggregate six days in any one year.  
 (b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall be cumulative from year to year up to a period not exceeding 18 days, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

## SUNDAY WORK.

13. All employees assisting in the carrying out of funerals on any Sunday shall be paid a minimum of 20s. for such work.

## PICNIC DAY.

14. The 3rd Wednesday in February in each year shall be observed as a holiday within a radius of 20 miles of the General Post Office, Melbourne, and at Ballarat, Bendigo, and Geelong.

## EXTENDED JOURNEY.

15. A motor driver shall not be required to travel on any journey extending over 110 miles from the employer's headquarters unless accompanied by a male adult employee.

## TERMINATION OF EMPLOYMENT.

16. Except in a case where an employee has been guilty of misconduct seven days' notice of termination of employment shall be given by either employer or worker, or a week's wages shall be paid or forfeited, as the case may be, in lieu thereof.

## SPECIAL RATES.

17. Time and a half, with a minimum payment of 10s. shall be paid for all work done on a Saturday, and double time shall be paid for all work done on Sundays, New Year's Day, Australia Day, Picnic Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, Boxing Day and (i) within the Metropolitan District as defined in the *Factories and Shops Acts—Melbourne Cup Day and Show Day*; (ii) outside the said Metropolitan District—Melbourne Cup Day and Show Day or in lieu of such days, holidays to be mutually agreed upon between any employer and a majority of his employees; but if any other day be by Act of Parliament or proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

## PROVISION FOR GUM BOOTS.

18. Gum boots shall be provided for employees whilst washing vehicles.

## STANDING BY TIME.

19. An employee called upon to stand by, that is, to hold himself available if wanted, shall be paid the following rates:—  
 (a) Between the hours of 5.30 p.m. and midnight (Monday to Friday)—3s. per night;  
 (b) Between 1 p.m. on Saturday, and 6 a.m. on the following Monday 6d. per hour for each hour he is so required to stand by;  
 (c) The allowances prescribed in sub-clauses (a) and (b) hereof shall be in addition to appropriate payments for any work done during the hours therein mentioned;  
 (d) Notwithstanding anything contained in sub-clauses (a) or (b) hereof, an employee required to stand by at an employer's place of business shall be entitled to be paid at the rate prescribed for a chauffeur who makes adjustments and attends to actual running repairs to motor hearses, coaches or wagons for all time he is so required to stand by.

PIECEWORK.

20. That the lowest piecework prices to be paid to persons for doing work of the kinds specified in the following Schedule shall be:—

SCHEDULE.

All Inside Measurements (Head to Heel).	If Made Throughout by Hand—			If Made with the Aid of Machinery Actually Installed on Employer's Premises, and Driven by Steam, Gas, Oil, Water, or Electric Power—		
	Not Exceeding 20 Inches Wide.	Over 20 Inches, but not Exceeding 22 Inches Wide.	Exceeding 22 Inches Wide.	Not Exceeding 20 Inches Wide.	Over 20 Inches, but not Exceeding 22 Inches Wide.	Exceeding 22 Inches Wide.
	Each.	Each.	Each.	Each.	Each.	Each.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Best oak, maple, myrtle, or other wrought hardwood coffins, over 4 ft. 9 in. long .. .. .	53 10	57 1	60 3	47 1	50 8	54 7
Plain oak, maple, myrtle, or other wrought hardwood coffins, over 4 ft. 9 in. long (with or without a plinth) ..	48 1	51 6	54 9	42 4	45 5	48 10
Kauri, cedar, white pine, or other wrought soft-wood coffins, best, over 4 ft. 9 in. long .. .. .	40 5	41 10	45 1	35 5	37 9	39 8
Kauri, cedar, white pine, or other wrought soft-wood coffins, plain, with or without a plinth, over 4 ft. 9 in. long ..	32 5	34 9	37 9	28 9	31 1	32 6
Common coffins, over 4 ft. 9 in. long .. .. .	7 3	8 1	9 1	6 3	7 1	8 1
Common coffins, over 4 ft. 9 in. long, over 1 inch in thickness ..	8 1	9 1	10 2	7 1	8 1	9 1
	<i>s. d.</i>			<i>s. d.</i>		
-Oak, maple, myrtle, or other wrought hardwood coffins, up to 4 ft. 9 in. long .. .. .	30 0 each			25 4 each		
Kauri, cedar, white pine, or other wrought soft-wood coffins, up to 4 ft. 9 in. long .. .. .	24 8 "			19 9 "		
Common coffins, up to 2 feet long .. .. .	32 5 per dozen			25 0 per dozen		
Common coffins, over 2 feet and up to 3 feet long ..	43 9 "			34 10 "		
Common coffins, over 3 feet and up to 4 ft. 9 in. long ..	59 3 "			46 8 "		
Inside shells for lead coffins .. .. .	21 7 each			14 6 each		
Cover lids, up to 2 feet wide .. .. .	30 2 per dozen			20 5 per dozen		
Cover lids, over 2 feet wide .. .. .	32 10 "			32 4 "		
	<i>s. d.</i>			<i>s. d.</i>		
Extra for common coffins or coverlids if glued .. .. .	.. .. .			.. 1 9 each		
Extra for lids made with two or three decks .. .. .	.. .. .			.. 11 5 "		

DEFINITION.

21. "Best" coffin means a coffin which bears any ornamentation other than a plinth.

PERIODICAL ADJUSTMENT OF WAGES.

22. The wages rates set out in clause 2 are based upon the following basic wage and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, this Board hereby determines that such rates shall be automatically adjusted as prescribed in clause 23. Provided that the wages of apprentices, improvers, and piecework prices shall be adjusted proportionately to adjustments of the basic wage. Such adjustments in the case of apprentices and improvers shall be computed to the nearest 6d., half or less than half of 6d. to be disregarded, and in the case of piecework prices to the nearest 1d.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State .. .. .	5 14 0	6 0	6 0 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

23. (a) For the purposes of this Determination the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in February, 1949, the amounts of the Basic Wage shall be as prescribed in clause 22.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal numbers reach .5 or more the basic wage shall be taken to the next higher shilling.

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary

Melbourne, 25th November, 1948.





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 22]

TUESDAY, JANUARY 11.

[1949

Factories and Shops Acts.

## DETERMINATION OF THE CEMETERY EMPLOYEES BOARD.

NOTE.—1. This Determination applies to the whole of the State of Victoria.

2. On the 25th September, 1946, the powers of the Cemetery Employees Board were varied to enable it to "determine the lowest prices or rates which may be paid to any person employed in or about a crematorium".

IN accordance with the provisions of the Factories and Shops Acts, and the Orders in Council thereunder, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person employed :—

(a) in or about a cemetery as a grave digger, grave decorator, gatekeeper, labourer, or gardener ;

(b) in or about a crematorium"

has made the following Determination, namely :—

1. That as from the 1st December, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers.	Other Employees.			
1st year .. .. .	Wages.			
2nd year .. .. .	Within the Metropolitan District.		All Other Parts of Victoria.	
3rd year .. .. .	Per Hour.	Per Week.	Per Hour.	Per Week.
4th year .. .. .	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
5th year .. .. .	3 9 <sup>11</sup> / <sub>20</sub>	151 6	3 8 <sup>11</sup> / <sub>20</sub>	148 6
	3 4 <sup>1</sup> / <sub>2</sub>	136 0	3 3 <sup>9</sup> / <sub>10</sub>	133 0
	THROUGHOUT THE STATE.			
	Per Hour.		Per Week.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
PROPORTION (WITHIN ANY PLACE).	4 1 <sup>1</sup> / <sub>2</sub>	165 0	151 6	151 6
One apprentice and one improver to every three or fraction of three workers receiving not less than the minimum wage.	3 9 <sup>11</sup> / <sub>20</sub>	136 0	3 4 <sup>1</sup> / <sub>2</sub>	136 0
	(b) In or about a crematorium.			
	* Operator in charge ..			
	Other operator ..			
	All others ..			

\* Any employee required to act as an Operator in Charge for a period of one week or over shall be entitled to be paid the rate prescribed for an Operator in Charge whilst he is so required to act.

## ALLOWANCES.

3. (a) Any employee who is required to set and/or fire explosives shall be paid 2s. extra per day for each day or part of a day on which he performs such operations, and any person who has been directed by the management to assist such an employee shall be paid 1s. extra per day for each day or part of a day on which he is so required to assist.

(b) Any employee who is engaged in boring holes in stone by hand or machine for any period in excess of two hours on any day shall be paid 1s. per day extra for each day on which he is so required to work.

## EXHUMATIONS.

4. Workmen employed for the purpose of exhumations shall be paid for the first body exhumed from any grave the sum of one pound and for each additional body exhumed from the same grave a further ten shillings shall be paid.

## TIME OF BEGINNING AND ENDING WORK.

5. The ordinary times of beginning and ending work shall be between the following hours :—

8 a.m. to 5.15 p.m. Monday to Friday inclusive.

A meal interval of not less than 45 minutes shall be allowed each employee between noon and 1.30 p.m. each day.

## WEEK-END BURIAL OR CREMATION.

6. Within a radius of 25 miles from the Post Office situated at the corner of Bourke and Elizabeth-streets, Melbourne, no employee shall be required to participate in the conduct of any burial or cremation on a Saturday or Sunday, subject to the following exceptions—

(a) unless such burial or cremation is by direction of the District Officer of Health ;

(b) the deceased person died prior to midnight on the preceding Thursday ; or

(c) where any of the holidays prescribed in clause 8 of this Determination occurs on the following Monday, save and except when the preceding Saturday is also prescribed as a holiday in the said clause 8.

## OVERTIME.

7. All work done outside the hours specified as the times of beginning and ending work, or for any work done within such hours in excess of 40 hours in any week, shall be paid at the rate of time and a half.

An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

## HOLIDAYS.

8. (a) Employees shall, as far as practicable, be entitled to the following holidays without deduction of pay :—New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Labour Day, King's Birthday, Christmas Day, and Boxing Day, and,

(i) within the Metropolitan District as defined in the Factories and Shops Acts—Melbourne Cup Day and Show Day ;

(ii) outside the said Metropolitan District—Melbourne Cup Day and Show Day or in lieu of such days, holidays to be mutually agreed upon between any Cemetery Trust and a majority of its employees ;

but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays this condition shall only apply for the day so substituted, or should any such holiday occur on a Saturday or a Sunday and a day is not so substituted employees whether called upon to work on such day or not shall be entitled to a holiday in lieu of same on a day to be arranged between the employees and the Trust concerned.

Provided that should an employee be required to work on any day specified in this sub-clause such work shall not include the digging of stock graves, but may include :—

(i) any necessary maintenance work up to noon on such day ;

(ii) the filling in of a grave ;

(iii) the preparation of an ordered grave.

(b) Any employee who having been instructed to report for work on any holiday mentioned in sub-clause (a) hereof shall if he so reports be entitled to payment as follows :—

(i) An allowance of 5s. if not given a start at work.

(ii) A full day's wage if required to do any work on any such day.

The allowance or wage provided for in (i) and (ii) hereof is in addition to the payment of a day's pay to which an employee is entitled under sub-clause (a).

## SUNDAYS.

9. All work done on Sundays shall be paid for at double time. Provided that any employee who is required to be on duty solely for the purpose of acting as a patrolman or as a supervising attendant shall receive a minimum payment of 10s., and any employee called on duty to do any other work shall receive a minimum payment of one pound for each Sunday he is so required to work.

## SATURDAYS.

10. Subject to the provisions of clause 8 hereof time and a half with a minimum payment of 10s. shall be paid for all work done on a Saturday.

## EMPLOYEE OPENING OR CLOSING A CEMETERY ON A SATURDAY, SUNDAY, OR A PUBLIC HOLIDAY.

11. Notwithstanding anything contained in clauses 8, 9, or 10 hereof any employee who is required only to open and/or close the gates of a cemetery on a Saturday, Sunday, or a Public Holiday specified in clause 8, shall be paid at the appropriate rate specified for work done on any such day with a minimum payment of 10s. for any such work.

## NOTICE OF WORK ON A SUNDAY OR HOLIDAY.

12. If at all possible, 24 hours' notice that his services will be required on such day, shall be given to an employee required to work on a Sunday or a holiday specified in clause 8.

## PICNIC DAY.

13. The 3rd Wednesday in February in each year shall be observed as a holiday within a radius of 20 miles of the General Post Office, Melbourne, and at Ballarat, Bendigo, and Geelong. Employees (except those required to carry out essential services) shall be entitled to such holiday without deduction of pay.

Employees required to carry out essential services may receive ordinary rates of pay only for work done on such day, but shall within one month receive another day off in lieu of such picnic holiday or have one day added to the annual leave provided for in clause 16.

## FARE ALLOWANCE.

14. Any employee residing outside a radius of five miles from his place of employment shall in addition to any other amounts to which he may be entitled under this Determination receive the sum of two shillings per week as a fare allowance.

## TERMS OF ENGAGEMENT.

15. Any employee (other than a casual employee, willing and available to work shall in respect of each week of his employment be paid the full weekly wage fixed by this Determination.

## ANNUAL HOLIDAY.

16. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

## PAYMENT OF WAGES.

17. Wages shall be paid not later than Thursday in each week.

## SICK LEAVE.

18. (a) Any employee (other than a casual employee) who has not less than twelve months' service with the same employer shall be entitled to leave of absence on account of ill health or accident, provided he has submitted within 24 hours of the commencement of such absence satisfactory evidence that same is not the result of his own misconduct. If the conditions hereinbefore stated have been complied with, the employee shall also be entitled during such absence in any year to payment as follows :—

(i) For the first two weeks, full pay.

(ii) For the next two weeks, half pay.

(b) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave, as prescribed above is not taken during the employee's fourth, or any subsequent year of continuous service, such portion as is not taken in such fourth or any subsequent year of service, shall be cumulative from year to year up to a period not exceeding six weeks on full pay, and a further six weeks on half pay, provided that for each two weeks of any such sick leave, a medical certificate, or other satisfactory evidence of injury or illness shall be furnished by the employee if so required.

(c) Notwithstanding anything contained in sub-clauses (a) or (b) hereof, for absence on account of ill-health or injury for any period not exceeding two consecutive working days, and not exceeding in the aggregate four working days in any one year, the production of a medical certificate shall not be necessary.

(d) Where, under any scheme of insurance or an accident relief or provident fund, to secure the benefit of which the employer has paid the necessary premium, or under any Workers' Compensation Act, compensation becomes payable for any of such days of absence, the employer shall not be bound to pay more of such wage as is prescribed by sub-sections (a) and (b) hereof than is sufficient with such compensation to make up the full or half pay as the case may be.

(e) For the purpose of this clause a year shall mean a period of twelve months commencing on the 1st day of January in each year.

## CLOTHING, ETC.

19. Employees required to work in wet places shall be provided with leather or rubber knee boots.

An employee whilst engaged at grave digging shall be supplied with overall trousers, which shall be replaced from time to time where necessary.

Suitable and adequate overhead covering shall be provided for all employees engaged in grave digging.

An employee engaged in filling in a grave in rain shall be provided with suitable protective clothing.

An employee required to attend at a grave during a funeral shall be provided with a suitable dustcoat to cover his working clothes during such period.

## PROTECTION FROM FALLING EARTH OR MASONRY.

20. Where an employee is working in sand or loose earth at a depth of 5 ft. 6 in. or greater, or in any earth at a depth below 7 feet, he shall be assisted by another employee, or given protection by means of timbering or other adequate protection to obviate danger from falling earth or masonry.

## DEFINITION.

21. A casual employee is a person who is not required to report for duty on each of every ordinary working day, but who is called upon to do certain specified work at irregular intervals.

## TERMINATION OF EMPLOYMENT.

22. Except in a case where an employee or an employer has been guilty of misconduct seven days' notice of termination of employment shall be given by either employer or worker, or a week's wages shall be paid or forfeited, as the case may be, in lieu thereof. This clause does not operate in the case of a casual employee.

## PERIODICAL ADJUSTMENT OF WAGES.

23. The wages rates for males set out in clause 2 are based upon the following basic wage and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed by clause 24. Provided that the wages of apprentices or improvers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 6d., half or less of 6d. to be disregarded.

## Basic Wage.

Place.	Needs Basic Wage Adjustable.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
Throughout the State .. .. .	£ s. d. 5 14 0	s. d. 6 0	£ s. d. 6 0 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

24. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in February, 1949, the amounts of the Basic Wage shall be as prescribed in clause 23.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 25th November, 1948.







VICTORIA  
GOVERNMENT GAZETTE.

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No. 23]

TUESDAY, JANUARY 11.

[1949

Factories and Shops Acts.

DETERMINATION OF THE SEWAGE DISTRIBUTION BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed—

- (a) in the process, trade, business, or occupation of distributing sewage or effluent from channels or treatment tanks ;
- (b) at or about tanks at sewage treatment works,” has made the following Determination, namely :—

1. That, as from the beginning of the first pay period to commence on or after the 8th November, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES PER WEEK.

	£	s.	d.
2. (a) Leading waterman .. .. .	7	19	0
Waterman .. .. .	7	8	0
Groundsman .. .. .	7	8	0

Maintenance Work.

Ganger (i.e., a man in charge of over six men) .. .. .	7	19	0
Leading hand (i.e., a man in charge of from three to six men) .. .. .	7	13	0
All others .. .. .	7	4	0

Maintenance work includes operations in areas used for sewage disposal on carriers used for the conveyance of sewage, and on drains used for the conveyance of effluent.

(b) An employee engaged on continuous shift work shall, in addition to the appropriate rate fixed above, be paid a loading at the rate of 10s. per week. Provided that for shift work done on a Saturday he shall be paid at the rate of time and one half of the appropriate rate fixed above.

(c) (i) Where an employee in any of the above classifications is required to do work of an unusually offensive nature in grass filtration or pasture areas, entering or cleaning our sewage distribution or effluent channels or digestion tanks or septic tanks, he shall be paid a disability rate of 10s. per week or 2s. per day in lieu of the disability rate for his classification as prescribed in clause 16 with a minimum of two hours on any one day. The decision as to what constitutes work of an unusually offensive nature shall be made by the Resident Engineer, if necessary after consultation with an employee member of the Wages Board on the job.

(ii) Where an employee in any of the above classifications is required to enter and manually remove sludge from sedimentation tanks, or syphons, he shall be paid a disability rate of 25s. per week or 5s. per day in lieu of the disability rate for his classification as prescribed in clause 16.

NOTE.—The Wages Board has determined in accordance with section 25 (1) of the *Factories and Shops Act 1934*, that the trade is so unskilled that no person should be taken as an apprentice in the trade.

ORDINARY WEEK'S WORK.

3. The ordinary hours for a week's work shall be as follows :—

(a) For persons other than shift workers—

40 hours per week to be worked.

Monday to Friday .. .. . 8 hours between 8 a.m. and 5 p.m.

The above times of beginning and ending may be varied on any job by mutual consent of the employer and a majority of the employees, but in no case shall the total number of hours be increased.

(b) By shift workers—

Morning shift .. .. .	7 a.m. to 3 p.m.
Afternoon shift .. .. .	3 p.m. to 11 p.m.
Night shift .. .. .	11 p.m. to 7 a.m.

## OVERTIME.

## 4. (a) Persons other than shift workers—

For all time worked, excluding Sundays, outside the hours or in excess of the number of hours fixed in clause 3 (a): Time and a half for the first two hours on any day, and double time thereafter.

## (b) Shift workers—

For all time worked outside the hours fixed for shifts in clause 3 (b) . . . . . Time and a half.

The overtime rate for shift workers shall not apply to arrangements between employees themselves or in cases due to rotation of shifts or when the relief does not come on duty at the proper time. Provided that where not less than eight hours' notice has been given to the employer by the employee that he will be absent from work, and the employee whom he should relieve is not relieved, such unrelieved employee shall be paid time and a half for all time of duty after he has finished his ordinary shift.

## FARE ALLOWANCE.

5. The following additional rate shall be paid to any person employed under this Determination:—1s. per day or portion of a day unless transport is provided by the employer.

Employees of Sewerage Authorities other than the Melbourne and Metropolitan Board of Works are exempted from the provisions of this clause unless they reside more than half a mile from Sewage Treatment Works.

## BICYCLE ALLOWANCE.

6. Where an employer directs an employee to use his bicycle in the performance of his duties, such employee shall be paid an allowance at the rate of 1s. per day for each day the bicycle is used in the manner directed.

## FAILING TO NOTIFY EMPLOYEES.

7. If any employee on shift work, or any other daily, weekly, or nightly work, is not informed before he leaves the job at the end of his shift or day that he is not required to work on the next shift, or day, or night, and such employee attends on the next shift, or on the next day or night, and he is not put to any other work, he shall be paid for four hours for that shift, day or night not worked.

Provided that this clause shall not apply in the case of an employee for whom other suitable work is provided.

## EMPLOYEE PRESENTING HIMSELF FOR WORK.

8. Any employee who presents himself for work, and who is not permitted by the employer to commence work on that day on account of wet weather or any other reasons over which the employee has no control, shall be paid:—

(a) A full day's pay if such employee holds himself in readiness for the whole working day or if he leaves with the consent of the employer before the end of the working day.

(b) The actual time for which such employee holds himself in readiness if he leaves without the consent of the employer before the end of the working day.

## EMPLOYEE RECALLED TO WORK.

9. An employee recalled to work after the expiration of his customary working time for the day and after he has left work for the day or called out to work on a Saturday shall be paid for a minimum of 3 hours work at one and a half times the ordinary prescribed rate for each time he is so recalled.

Provided that the employee, if required to work for two hours or more, shall be paid for a minimum of 3 hours work calculated at one and a half times the ordinary prescribed rate for two hours and at double the ordinary prescribed rate for one hour.

## WET PLACES.

10. (a) If an employee is required to walk in sewage effluent or to work in a wet place or to work in heavy rain, he shall be provided with gumboots or oilskins, or both, so as to protect him from getting wet.

(b) If he is not so provided so as to protect him from getting wet, he shall be paid therefor 2s. extra for the day, whatever amount of work may be done by him thereon.

(c) For the purposes of this clause, a place shall be deemed to be wet when water other than rain is continually dripping from overhead so as to saturate the clothing of the employee, if unprotected, and/or when the water in the place where the employee is standing is over two inches deep, and rain shall be deemed to be heavy when, if the employee works therein as required, his clothes shall become saturated.

## SICK LEAVE.

(a) *Employees of Melbourne and Metropolitan Board of Works.*

11. (i) An employee employed by the week who is absent from work on account of personal illness or on account of injury by accident for which he is not entitled to Workers' Compensation shall, on production within 24 hours of evidence of his illness or injury satisfactory to the employer be entitled to leave of absence on the prescribed rate of pay for a period of one week of working time in any one year.

(ii) Such sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (i) of this clause which has in any year not been allowed to an employee by the Board as paid sick leave may be claimed by the employee and subject to the conditions hereinbefore prescribed shall be allowed by the Board in any subsequent year without diminution of the sick leave prescribed in respect of that year.

(b) *Other Employees.*

(i) This clause shall apply only to continuing employees and shall apply from the first day of October, 1946, inclusive. For the purposes of this clause, an employee shall be deemed to be a continuing employee when he is engaged by the week and his engagement shall have continued for a continuous period exceeding one month. And a person shall be deemed to be continuing in the employer's employ (though not actively) during any period that he is absent from work on leave granted in consequence of personal injury or illness if he submits a certificate or certificates from a medical practitioner covering the period of absence, or other proof satisfactory to the employer, and during any period that he is absent on other leave granted by an authorized officer.

(ii) (a) Each continuing employee shall be entitled to be credited with the number of sick leave days set out in sub-clause (iii) (a) hereof, and shall be debited with such payments as he receives under sub-clause (iv) (a) hereof; provided however that at no time he shall be entitled to have, or have, a balance of more than 30 days to his credit, and provided further that on an employee ceasing to be in the employer's employ whether voluntarily or involuntarily the number of days (if any) standing to his credit and which have therefore not been required, shall be cancelled without any payment being made in respect of any such days, but if his employment is terminated by the employer other than for misconduct or absence from work without reasonable excuse, and he is subsequently within a period of twelve months re-employed and deemed to be a continuing employee, the number of days which were to his credit before cancellation on the termination of his former period of employment, shall after his re-engagement has continued for one month again be placed to his credit.

(b) "Day." for the purpose of sick leave credits shall where 40 hours are fixed herein as the number of hours for a week's work, be deemed to be eight hours; and shall where a number less than 40 hours is regularly worked by an employee, be deemed to be 3/10 of such number.

(iii) (a) Each continuing employee in the employer's employ on the 1st day of October, 1946, shall be entitled on such date to be credited with six days' sick leave in respect of the year which commenced on that date.

(b) Each continuing employee in the employer's employ on each subsequent 1st day of October, shall be entitled on such date to be credited with six days in respect of the year commencing on such date; provided however, that any employee absent on such 1st day of October or from a date prior to such 1st day of October and still absent on such 1st day of October, shall not be entitled to be credited with such six days unless, and until the day he returns to work whereupon he shall be so credited.

Each employee who may become a continuing employee on or after the 1st day of October, 1946, shall as from the date that he is deemed a continuing employee be entitled to be credited with six days' sick leave in respect of the year ending twelve months after the date of his being deemed a continuing employee, unless having been previously employed in that year he has already been credited with six days for that year.

(iv) (a) Subject to the provisos contained in paragraphs (b), (c), (d), (e), (f), and (g) of this sub-clause, a continuing employee absent from his work through personal accident or sickness not attributable in either case to the employee's misconduct shall in respect of each such period of absence be entitled to and be paid sick leave pay as hereinafter set out for the time absent on each day, but not exceeding the number of hours which, apart from overtime i.e., excess work, it would have been usual for him to work on each day that he is so absent: that is to say:—

In respect of time absent not exceeding the number of days to his credit under sub-clauses (ii) and (iii) hereof, which time would have been worked by him for his absence (day meaning the 24 hours ending at midnight); sick leave pay at a rate equal to the sum of the ordinary rate of wage and any usual additional rate of whatever nature which would have been payable to him had he been at work, but excluding any hourly rate, until the number of hours to his credit under sub-clauses (ii) and (iii) hereof shall have become reduced to none. The ordinary rate means the rate defined herein as ordinary rate. Where Sunday, payable at double rate is included as a sick leave day, every hour thereof paid for as sick leave shall be counted as a debit of two hours. Sick leave pay shall be in respect of that occupation which, in a fixed roster of work, would have been the employee's occupation had he not been so absent. And where there is no fixed roster of work, sick leave pay shall be in respect of the occupation which the employee was performing immediately prior to the commencement of the absence, unless in the opinion of the Engineer such occupation would not have continued to be the employee's occupation had the employee not become so absent, and in such case sick leave pay shall be in respect of such occupation as such Engineer shall name.

Any public holiday or holidays as defined herein occurring during the first month of any absence shall not, if the employee is entitled to such holiday with pay, be included as days of absence for the purpose of sick leave pay.

And if the number of hours to his credit shall have become reduced to none on or before the 30th day of September next following the commencement of such absence, and such absence shall continue beyond such date, he shall on the day he returns to work be credited with six days as provided by paragraph (b) of sub-clause (iii) hereof, but such credit shall not be available as sick pay in respect of the absence then just ended.

(b) That on the first day of the absence the Engineer or foreman or overseer is notified of the cause of the absence.

(c) That the employee within three days produces a certificate from a medical practitioner or some other medical practitioner nominated by the employer shall so require within such further period as the employer shall allow (whose certificate shall be final and conclusive) describing the nature of the illness or disability and certifying the period of absence necessary, or produces other proof satisfactory to the Engineer or other authorizing officer that his absence and continued absence was reasonably necessary through personal accident or sickness. And when the absence continues beyond the end of any period so proved, that he furnishes evidence that a continuation of the absence is necessary for a further specified period.

(d) That no sick leave pay shall be payable in respect of any absence for which an employee will be entitled to receive or receives compensation under the Workers' Compensation Act.

(e) That no sick leave pay shall be payable to an employee beyond a date on which his contract of employment shall terminate by reason of his death, or his having reached the compulsory retiring age, or notice—express or implied—operating to terminate his contract of employment or by or from other causes.

(f) No "standing-by" allowance, or travelling allowance, or camping allowance, or vehicle allowance if the vehicle is not being used for the employee's purposes, or any disability allowance, shall be payable in respect of any period of absence on sick leave.

(g) Except as provided, no employee shall be entitled to payment for the time absent from work in consequence of personal accident or ill health.

(h) An employee leaving the employer's employ to take employment with some other employer immediately following one or more days' absence through illness shall not be entitled to any sick leave pay which may not have been paid to him in respect of such absence.

HOLIDAYS AND SUNDAYS.

12. All employees shall be entitled to the nine holidays hereinafter mentioned without deduction of pay:—New Year's Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day. Should any of such holidays fall on a rest day of an employee engaged on shift work he shall in such cases receive within twelve months thereafter a holiday on full pay in lieu of each of such days except in a case where any such holiday falls on a Saturday or a Sunday.

Work done by employees (other than shiftworkers) on Sundays and holidays shall be paid for at the rate of double time with a minimum of three hours' pay at the penalty rate.

For shift workers double time shall be the rate for all work done on Good Friday and Christmas Day, and time and a half shall be the rate for all work done on Sundays and New Year's Day, Labour Day, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, and Boxing Day.

The days following the day observed as Boxing Day up to and inclusive of the 31st December in each year shall be granted as holidays on full pay to all employees with not less than twelve months' service. The days occurring within this period shall, except in the case of shiftworkers, be exclusive of Sundays. Should any employee work on any of the days referred to in this period or should a rest day of any employee engaged on shift work fall within such period he shall in either case receive within twelve months thereafter a holiday on full pay in lieu of each of such days.

ANNUAL HOLIDAY.

13. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time provided that in respect of a continuous shift worker an additional day shall be added to the annual holiday as prescribed for each holiday referred to in clause 12 on which such an employee is required to work with a maximum of five such additional days.

PERIODICAL ADJUSTMENT OF WAGES.

14. The wages rates set out in clause 2 are based upon the following basic wage and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased as prescribed by clause 15.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
Throughout the State	£ s. d. 5 14 0	s. d. 6 0	£ s. d. 6 0 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

15. (a) For the purposes of this Determination the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in February, 1949, the amounts of the basic wage shall be as prescribed in clause 14.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

## MARGINAL RATES.

16. In addition to the basic wage provided in clause 14, the margins and disabilities rates set out in this clause shall be the minimum rates payable to employees therein named:—

	Margn for Skill.	Disability Rate.
	<i>s. d.</i>	<i>s. d.</i>
Leading waterman .. .. .	32 0	7 0
Waterman .. .. .	21 0	7 0
Groundsman .. .. .	21 0	7 0
<i>Maintenance Work.</i>		
Ganger (i.e., a man in charge of over six men) .. .. .	35 0	3 0
Leading hand (i.e., a man in charge of from three to six men) .. .. .	30 0	3 0
All others .. .. .	21 0	3 0

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 29th November, 1948.



# VICTORIA GOVERNMENT GAZETTE.

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No. 24]

TUESDAY, JANUARY 11.

[1949

Factories and Shops Acts.

## DETERMINATION OF THE JEWELLERS BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade or business of a manufacturing jeweller", has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 17th December, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES PER WEEK OF 40 HOURS.

Classification.	—
	£ s. d.
Precious gem mounter .. .. .	9 5 0
Setter of precious gems .. .. .	9 5 0
Mounter—1st Class .. .. .	8 12 0
Mounter—2nd Class .. .. .	7 17 0
Drop hammer operator who sets dies and makes force	8 7 6
Drop hammer operator, other .. .. .	7 4 0
Setter .. .. .	8 2 6
Melter and alloyer .. .. .	8 2 6
Lapper .. .. .	8 2 6
Polisher .. .. .	7 10 0
Assembler and solderer .. .. .	7 10 0
Solderer, other .. .. .	7 4 0
Die setter .. .. .	7 6 0
Engine turner .. .. .	7 2 0
Press operator .. .. .	7 2 0
Process worker (as defined) .. .. .	7 2 0
Carder .. .. .	6 13 0
Pinner up .. .. .	6 13 0
Other employees with not less than three months' experience in this industry	6 9 0
All others .. .. .	6 3 0

### LEADING HANDS.

Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.

### APPRENTICESHIP.

#### Contract of Apprenticeship.

3. (a) Every contract of apprenticeship hereinafter made shall contain—
- (i) the names of the parties;
  - (ii) the date of birth of the apprentice;
  - (iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
  - (iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
  - (v) the date at which the apprenticeship is to commence or from which it is to be calculated;
  - (vi) all other conditions of apprenticeship.

*Cancellation or Suspension of Indenture.*

(b) Subject to the approval of the Wages Board, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

- (i) by mutual consent;
- (ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;
- (iii) if, in the opinion of the Wages Board, circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provision of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

*Proportion.*

(c) The proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen.

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and in ascertaining such proportion an employer actually working in any workshop shall be deemed to be a tradesman.

A person who is, for a term not exceeding two years taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

An employer may with the consent of the Wages Board and upon satisfying that authority that he has the plant, equipment and staff necessary for the proper tuition of each apprentice concerned take apprentices in excess of the proportion herein prescribed. Until further order apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by the Determination.

*Period of Apprenticeship.*

(d) If the apprentice, when indentured, is under the age of seventeen years—five years; if over the age of seventeen—four or five years, at the option of the contracting parties.

*Adult Apprentices.*

(e) Any apprentice who cannot complete his full term of apprenticeship before reaching his 22nd birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

*Probationary Period.*

(f) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the appropriate apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

*Wages.*

(g) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the needs basic wage, and in addition thereto the constant and war loadings specified, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates.

The total wages of apprentices and improvers shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(h) *Wages per Week of 40 Hours.*

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable.
	Per Week.	Per Week.	Per Week.	£ s. d.
Four and five-year terms—		<i>s. d.</i>	<i>s. d.</i>	
1st year .. .. .	25	0 0	0 9	1 9 0
2nd year .. .. .	33	1 0	1 0	1 19 6
3rd year .. .. .	50	1 6	1 6	3 0 0
4th year .. .. .	83	2 0	2 3	4 19 0
5th year .. .. .	100	2 0	3 0	6 5 0
	plus 6s.			
Four-year terms—Apprentice commencing after the age of 17 years—				
1st year .. .. .	29	0 0	0 9	1 14 0
2nd year .. .. .	50	1 0	1 6	2 19 6
3rd year .. .. .	83	2 0	2 3	4 19 0
4th year .. .. .	100	2 0	3 0	6 5 0
	plus 6s.			

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

*Hours.*

(i) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

*Overtime and Shift Work.*

(j) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires.

*Payment by Results.*

(k) An apprentice shall not work under any system of payment by results.

*Lost Time.*

(l) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent, shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

*Prohibition of Premiums.*

(m) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

*Annual and Sick Leave.*

(n) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 13 and 14 hereof respectively.

## FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) The minimum rates of wage for adult and junior females and for unapprenticed male juniors shall be as follows:—

*Wages per Week of 40 Hours.*

	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	Total Wage Payable.
	Per Week.	Per Week. s. d.	Per Week. s. d.	£ s. d.
<i>I.—Adult Females.</i>				
Under three months' experience .. .. .	65	3 0	6 0	4 3 0
All others .. .. .	75	3 0	7 0	4 15 6
<i>II.—Junior Females.</i>				
17 years of age and under .. .. .	40	1 0	3 6	2 10 0
18 years of age .. .. .	47½	1 3	4 0	2 19 6
19 years of age .. .. .	55	1 6	4 6	3 8 6
20 years of age .. .. .	62½	2 0	5 0	3 18 0
<i>III.—Junior Males.</i>				
Under 16 years of age .. .. .	25	0 6	2 0	1 11 0
16 years of age .. .. .	35	0 9	3 0	2 3 6
17 years of age .. .. .	47½	1 0	4 0	2 19 0
18 years of age .. .. .	60	1 0	5 0	3 14 6
19 years of age .. .. .	75	2 0	6 0	4 13 6
20 years of age .. .. .	90	2 0	7 0	5 11 6

Provided that the rate payable to any employee shall not excluding the constant loading be less than 20s.

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(b) The minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant and further additional loading prescribed for such an employee.

*Prohibited Occupations.*

(c) Junior employees shall not be employed:—

- (i) if under the age of 16 years—  
on oil or gas burners or fires used for heating of small articles.
- (ii) if under 18 years of age—  
die setting on power presses.

## HOURS OF WORK.

*Day Workers.*

5. (a) The ordinary hours of work shall be 40 per week to be worked in five days of not more than 8 hours (Monday to Friday inclusive) and one day (Saturday) of not more than 4 hours; or five days (Monday to Friday inclusive) of 8 hours each continuously except for meal breaks at the discretion of the employer between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. and noon on Saturday.

In localities where the recognized half-holiday is on a day other than Saturday the day so recognized may be substituted for Saturday for all the purposes of this Determination.

Provided that the spread of hours or the daily hours herein prescribed may be altered as to all or a section of the employees by mutual agreement between an employer and the representative of the union in that shop.

*Five-Days Week.*

(b) In any case in which the ordinary week's work of 40 hours can be performed in five days as aforesaid without—

- (i) detriment to the public interest;
- (ii) loss in the value of goods handled or to be handled;
- (iii) reducing the efficiency of production; or
- (iv) reducing the efficacy of the necessary service,

the employer shall allow those employees who so desire to do so to work their ordinary hours in five days as aforesaid. Any dispute as to whether the ordinary hours of work can in any case or cases be worked in five days without detriment, loss or reduction as aforesaid shall be determined by the Wages Board upon application made by or on behalf of the employees. Upon such an application proof that the working of a five-days week will result in such detriment, loss or reduction as aforesaid shall be upon the employer.

This sub-clause shall not apply to employees engaged on the maintenance and servicing of plant.

It is a condition of the allowing of a five-days week hereunder that if required employees shall comply with the reasonable and lawful orders of the employer as to working overtime, including the working of overtime on Saturday.

**SHIFT WORK.***Definitions.*

6. (a) For the purposes of this clause—

“Afternoon shift” means any shift finishing after 6 p.m. and at or before midnight.

“Continuous work” means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks or due to unavoidable causes beyond the control of the employer.

“Night shift” means any shift finishing subsequent to midnight, and at or before 8 a.m.

“Rostered shift” means a shift of which the employee concerned has had at least 48 hours' notice.

*Hours—Continuous Work Shifts.*

(b) This sub-clause shall apply to shift workers on continuous work as hereinbefore defined.

The ordinary hours of such shift workers shall not exceed—

- (i) 8 in any one day ; or
- (ii) 48 in any one week ; or
- (iii) 88 in 14 consecutive days ; or
- (iv) 160 in 28 consecutive days.

Subject to the following conditions, such shift workers shall work at such times as the employer may require :—

- (i) A shift shall consist of not more than eight hours—inclusive of crib time.
- (ii) Except at the regular change-over of shifts, an employee shall not be required to work more than one shift in each 24 hours.
- (iii) Twenty minutes shall be allowed to shift workers each shift for crib, which shall be counted as time worked.

*Hours—Other than Continuous Work.*

(c) This sub-clause shall apply to shift workers not upon continuous work as hereinbefore defined. The ordinary hours of such shift workers shall not exceed—

- (i) 40 in any week, to be worked in five shifts of 8 hours on Monday to Friday inclusive, or five shifts of not more than eight hours and one shift (Saturday) of not more than four hours ; or
- (ii) 80 in 14 consecutive days, in which case an employee shall not, without payment for overtime be required to work more than eight consecutive hours on any shift or more than six shifts in any week ; or
- (iii) 120 in 21 consecutive days, in which case an employee shall not—without payment for overtime be required to work more than eight consecutive hours on any shift or more than six shifts in any week.

Such ordinary hours shall be worked continuously except for meal breaks at the discretion of the employer. An employee shall not be required to work for more than six hours without a break for a meal.

Except at regular change-over of shifts, an employee shall not be required to work more than one shift in each 24 hours.

*Rosters.*

(d) Shift rosters shall specify the commencing and finishing times of ordinary working hours of the respective shifts.

*Variation by Agreement.*

(e) The method of working shifts may in any case be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment.

The time of commencing and finishing shifts once having been determined may be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment, or in the absence of agreement by seven days' notice of alteration given by the employer to the employees.

*Afternoon or Night Shift Allowances.*

(f) Shift workers on continuous work whilst on afternoon or night shifts shall be paid  $7\frac{1}{2}$  per cent. more than the ordinary rates for such shifts.

Shift workers on other than continuous work whilst on afternoon or night shifts shall be paid 10 per cent. more than the ordinary rates for such shifts.

Shift workers who work on any afternoon or night shift which does not continue for at least five successive afternoons or nights in a five-day workshop or for at least six successive afternoons or nights in a six-day workshop shall be paid at the rate of time and a half.

An employee who—

- (i) during a period of engagement on shift works night shift only ; or
- (ii) remains on night shift for a longer period than four consecutive weeks ; or
- (iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his working time off night shift in each shift cycle,

shall during such engagement, period or cycle, be paid at the rate of time and a quarter for all time worked during ordinary working hours on such night shifts.

(fi) The minimum rate to be paid to any shift worker for work performed between midnight on Friday and midnight on Saturday shall be time and a quarter. Such extra rate to be in substitution for and not cumulative upon the shift premiums prescribed in the first and second paragraphs of sub-clause (f) hereof.

*Overtime.*

(g) Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination or on a shift other than a rostered shift shall—

- (i) if employed on continuous work be paid at the rate of double time ; or
- (ii) if employed on other shift work at the rate of time and a half for the first four hours and double time thereafter,

except in each case when the time is worked—

- (iii) by arrangement between the employees themselves ;
- (iv) for the purpose of effecting the customary rotation of shifts ; or
- (v) is due to the fact that the relief man does not come on duty at the proper time ; or
- (vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 12 (b) hereof.



Provided that when not less than 8 hours' notice has been given to the employer by the relief man that he will be absent from work and the employee whom he should relieve is not relieved the unrelieved employee shall be paid at the rate of time and a half for the first 4 hours on duty after he has finished his ordinary shift and at the rate of double time thereafter except where the employee is required to continue to work on his rostered day off when he shall be paid double time.

(gi) An employer may require any employee to work reasonable overtime at overtime rates, and such employee shall work overtime in accordance with such requirement.

*Sundays and Holidays.*

(h) Shift workers on continuous work shifts for work done on a rostered shift the major portion of which is performed on a Sunday or holiday shall be paid at the rate of time and a half.

Shift workers on other than continuous work for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 9 of this Determination. Where shifts commence between 11 p.m. and midnight on a Sunday or holiday the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate; provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

*Junior and Female Employees.*

(i) Female shift workers, apprentices or juniors whilst on afternoon or night shifts shall be paid not less than the rates hereinbefore prescribed or 1s. per shift whichever is the higher.

MIXED FUNCTIONS.

7. An employee engaged for more than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift he shall be paid the higher rate for the time so worked.

OVERTIME.

8. (a) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work. Provided that in the case of an apprentice or a junior, the rate for overtime shall be not less than the rate herein prescribed or 1s. 6d. per hour whichever is the higher.

Except as provided in this sub-clause or sub-clause (b) hereof in computing overtime each day's work shall stand alone.

*Rest Period After Overtime.*

(b) When overtime work is necessary it shall, wherever reasonably practicable, be so arranged that employees have at least eight consecutive hours off duty between the work of successive days.

An employee (other than a casual employee) who works so much overtime between the termination of his ordinary work on one day and the commencement of his ordinary work on the next day that he has not at least eight consecutive hours off duty between those times shall, subject to this sub-clause, be released after completion of such overtime until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

If on the instructions of his employer such an employee resumes or continues work without having had such eight consecutive hours off duty he shall be paid at double rates until he is released from duty for such period and he shall then be entitled to be absent until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

*Call Back.*

(c) An employee recalled to work overtime after leaving his employer's business premises (whether notified before or after leaving the premises) shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period. This sub-clause shall not apply in cases where it is customary for an employee to return to his employer's premises to perform a specific job outside his ordinary working hours, or where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.

Overtime worked in the circumstances specified in this sub-clause shall not be regarded as overtime for the purposes of sub-clause (b) of this clause where the actual time worked is less than three hours on such recall or on each of such recalls.

*Saturday Work—Five-days Week.*

(d) A day worker on a five-days week required to work overtime on a Saturday shall be afforded at least three hours' work or paid for three hours at the appropriate rate except where such overtime is continuous with overtime commenced on the day previous.

*Standing By.*

(e) Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back, an employee required to hold himself in readiness to work after ordinary hours shall until released be paid standing-by time at ordinary rates from the time from which he is so to hold himself in readiness.

*Meal Hours—General.*

(f) For work done during meal hours and thereafter until a meal hour break is allowed time and a half rates shall be paid. An employee shall not be compelled to work for more than six hours without a break for a meal.

*Crib Time.*

(g) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of overtime worked if the employee continues work after such crib time.

Provided that where a day worker on a five-days week is required to work overtime on a Saturday the first prescribed crib time shall, if occurring between 10 a.m. and 1 p.m., be paid at ordinary rates.

Unless the period of overtime is less than one and a half hours an employee before starting overtime after working ordinary hours shall be allowed a meal break of twenty minutes which shall be paid for at ordinary rates. An employer and employee may agree to any variation of this provision to meet the circumstances of the work in hand provided that the employer shall not be required to make any payment in respect of any time allowed in excess of twenty minutes.

*Tea Money.*

(h) An employee required to work overtime for more than two hours without being notified on the previous day or earlier that he will be so required to work shall either be supplied with a meal by the employer or paid 2s., and 1s. 3d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

Unless the employer advises an employee on the previous day or earlier that the amount of overtime to be worked will necessitate the partaking of a second or subsequent meal (as the case may be) the employer shall provide such second and/or subsequent meals or make payment in lieu thereof as above prescribed.

If an employee pursuant to notice has provided a meal or meals and is not required to work overtime or is required to work less than the amount advised he shall be paid as above prescribed for meals which he has provided, but which are surplus.

*Transport of Employees.*

(i) When an employee, after having worked overtime, or a shift for which he has not been regularly rostered, finishes work at a time when reasonable means of transport are not available, the employer shall provide him with a conveyance to his home, or pay him his current wage for the time reasonably occupied in reaching his home.

*Compulsory Overtime.*

(j) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

**HOLIDAYS AND SUNDAY WORK.**

9. (a) Employees shall be entitled to the following public holidays without loss of pay as regards employees on weekly hiring:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

Provided that Christmas Day and Boxing Day shall for the year, 1948, be deemed to fall on the 27th and 28th days of December, 1948, respectively, and that New Year's Day, for the year, 1949, shall be deemed to fall on the 3rd day of January, 1949.

By agreement between any employer and his employees other days may be substituted for the said days or any of them as to such employer's undertaking.

(b) An employee not engaged on continuous work shall be paid at the rate of double time for work done on Sundays and public holidays, such double time to continue until he is relieved from duty.

(c) An employee, other than a casual employee, not engaged in continuous work who works on a Sunday or a public holiday and (except for meal breaks) immediately thereafter continues such work shall on being relieved from duty be entitled to be absent until he has had eight consecutive hours off duty without deduction of pay for ordinary time of duty occurring during such absence.

(d) Employees, other than on shift, required to work on Sundays or public holidays shall be paid for a minimum of three hours' work.

**EXTRA RATES NOT CUMULATIVE.**

10. Extra rates in this Determination are not cumulative so as to exceed the maximum of double the ordinary rates.

**PAYMENT OF WAGES.**

11. (a) Wages shall be paid weekly or fortnightly.

(b) On the first pay day occurring during his employment, an employee shall be paid whatever wages are due to him up to the completion of his work on the previous day: Provided that this sub-clause shall not apply to employees of electric supply undertakings nor to employers who make a practice of allowing advances to employees approximating wages due.

(c) Upon termination of the employment wages due to an employee shall be paid to him on the day of such termination, or forwarded to him by post on the next working day.

(d) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work, shall be paid at overtime rates after that quarter hour, with a minimum of a quarter of an hour.

(e) On or prior to pay day, the employer shall state to each employee in writing the amount of wages to which he is entitled, the amount of deductions made therefrom, and the net amount being paid to him.

**CONTRACT OF EMPLOYMENT.***Weekly Employment.*

12. (a) Except as hereinafter provided employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.

(b) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the employer to dismiss any employees without notice for malingering, inefficiency, neglect of duty, or misconduct, and in such cases the wages shall be paid up to the time of dismissal only or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

(c) An employee not attending for duty shall, except as provided by clause 13 hereof, lose his pay for the actual time of such non-attendance.

*Casual Employment.*

(d) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one fortieth of the weekly rate prescribed by this Determination for the work which he or she performs plus 10 per cent.

*Late Comers.*

(e) Notwithstanding anything elsewhere contained in this Determination an employer may select and utilize for time-keeping purposes any fractional or decimal proportion of an hour (not exceeding a quarter of an hour) and may apply such proportion in the calculation of the working time of employees who without reasonable cause promptly communicated to the employer, report for duty after their appointed starting times or cease duty before their appointed finishing times.

An employer who adopts a proportion for the aforesaid purpose shall apply the same proportion for the calculation of overtime.

**SICK LEAVE.**

13. (a) An employee on weekly hiring who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations:—

(i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.

(ii) He shall within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iii) He shall prove to the satisfaction of his employer (or in the event of dispute the Wages Board) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

For the purpose of administering paragraph (iv) of this sub-clause, an employer may, within one month of this Determination coming into operation or within two weeks of the employee entering his employment, require an employee to make a sworn declaration or other written statement as to what paid leave of absence he has had from any employer during the then current year; and upon such statement the employer shall be entitled to rely and act.

*Single Day Absences.*

(b) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly-qualified medical practitioner that in his, the medical practitioner's, opinion the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (a) (iii) hereof.

*Cumulative Sick Leave.*

(c) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (iv) of this clause which has in any year not been allowed to an employee by an employer as paid sick leave may be claimed by the employee and subject to the conditions hereinbefore prescribed shall be allowed by that employer in a subsequent year without diminution of the sick leave prescribed in respect of that year. Provided that sick leave which accumulates pursuant to this sub-clause shall be available to the employee for a period of two years, but for no longer from the end of the year in which it accrues.

For the purpose of this sub-clause, service prior to the 1st June, 1946, shall be disregarded.

(cc) Rights accrued under sub-clause (c) hereof prior to the 1st day of January, 1948, shall be preserved except that the total number of hours so accrued and not taken prior to the 1st day of January, 1948, shall be reduced by 1/11th of such total the result to be calculated to the nearest hour.

*Attendance at Hospital, &c.*

(d) Notwithstanding anything contained in sub-clause (a) hereof an employee suffering injury through an accident arising out of and in the course of his employment (not being an injury in respect of which he is entitled to workers' compensation) necessitating his attendance during working hours on a doctor, chemist or trained nurse, or at a hospital, shall not suffer any deduction from his pay for the time (not exceeding four hours) so occupied on the day of the accident, and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance.

**ANNUAL HOLIDAY.**

14. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 5111, and any amendments which may be made thereto from time to time.

**MISCELLANEOUS.**

*Accommodation and Conveniences.*

*Boiling Water.*

15. (a) (i) Employers shall provide boiling water for employees at meal times.

*Drinking Water.*

(ii) Employers shall provide for the use of employees in workshops a sufficient supply of wholesome cool drinking water from bubble taps or other suitable drinking fountains.

*First-Aid Outfit.*

(iii) In each workshop, and at other places where employees are regularly employed, the employer shall provide and continuously maintain, at a place or places reasonably accessible to all employees, an efficient first-aid outfit.

Clause 8 of Chapter 9 of the Regulations under the *Factories and Shops Act 1928* requires that a first-aid ambulance chest shall be kept in some accessible place upon the premises and that such chest shall be equipped and supplied with the following articles :—

Articles.	Quantities to be kept in Ambulance Chest—
Antiseptic solution .. .. .	1 bottle
Bandages, cotton and gauze .. .. .	1 dozen assorted sizes
Castor oil .. .. .	2 oz.
Iodine, tincture of .. .. .	2 oz.
Manual, first-aid .. .. .	1
Petrolatum, carbolyzed .. .. .	1 jar
Picric acid solution, made according to the following recipe or prescription :— 1½ teaspoonfuls of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water ..	1 pint
Pins, safety .. .. .	1 packet
Sal volatile .. .. .	6 oz.
Scissors .. .. .	1 pair
Tourniquet .. .. .	1
Tweezers .. .. .	1 pair
Cotton, absorbent .. .. .	} An adequate assortment
Gauze, sterilized, plain .. .. .	
Lint, absorbent .. .. .	
Plaster, adhesive .. .. .	

*Lockers.*

(iv) An employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop, or hanging facilities which afford reasonable protection for employees' clothes. In any case in which compliance with this paragraph necessitates the provision of lockers or new or improved hanging facilities, they shall be provided by the 1st July, 1946, unless the employer proves to the satisfaction of the Wages Board that he is unable by reason of shortage of material or labour or any other difficulties to provide such new or improved facilities, in which case their provision may be postponed for such period or periods as the Wages Board determines.

*Washing and Sanitary Conveniences.*

(v) Employers shall provide proper and sufficient washing and sanitary conveniences.

*Clothing, Equipment and Tools.*

*Damage to Clothing and Tools.*

(b) (i) Compensation to the extent of the damage sustained shall be made where in the course of the work clothing or tools are damaged or destroyed by fire or molten metal or through the use of corrosive substances. Provided that the employer's liability in respect of tools shall be limited to such tools of trade as are ordinarily required for the performance of the employee's duties.

*Goggles.*

(ii) Suitable mica or other goggles shall be provided by the employer for each employee using emery wheels or where used by more than one employee such goggles shall be sterilized before being used by another employee. An employee when working on emery wheels shall wear the goggles provided for his protection.

Goggles containing celluloid shall not be considered suitable for the purposes of this provision.

*Tools.*

(iii) Until further order the employer shall provide for each employee such tools as were customarily provided at the time of the making of this Determination. The employee shall replace or pay for any tools so provided if lost through his negligence.

*Females—Rest Period and Seats.*

(c) Female employees shall be allowed a rest period of not less than ten minutes during each day or shift, to be taken during the first or second half of the day or shift as may be decided by a majority of the female employees in a shop.

When requested by employees and where practicable suitable seats shall be provided by the employer for female employees.

## SHOP STEWARDS.

16. An employee appointed shop steward in the shop or department in which he is employed shall, upon notification thereof to his employer, be recognized as the accredited representative of the union to which he belongs, and he shall be allowed the necessary time during working hours to interview the employer or his representative on matters affecting employees whom he represents.

## RIGHT OF ENTRY OF UNION OFFICIALS.

17 (a) For the purpose of interviewing employees on legitimate union business, a duly accredited union representative shall have the right to enter employer's premises during the midday meal break on the following conditions:—

- (i) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer;
- (ii) That he interviews employees only at places where they are taking their meal;
- (iii) That not more than one representative of each of not more than three unions be on the premises at any one time;
- (iv) That no one representative visit the premises more than once in each week;
- (v) That if any employer alleges that a representative is unduly interfering with his work or is creating dissatisfaction amongst his employees, or is offensive in his methods, or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before the Wages Board.

Provided that where certain employees are working under a system of shift work which precludes a representative from interviewing them during the midday meal break, the representative shall have the right to enter the employer's premises for the purpose of interviewing such employees at such time and under such conditions as to notice as may be mutually arranged by the representative and the employer or, failing agreement at such times, and under such conditions as the Wages Board may decide.

(b) For the purpose of investigating complaints concerning the application of this Determination, or the employment of females upon work which is alleged to be unsuitable for females, a duly accredited union representative shall be afforded reasonable facilities for entering an employer's workshop or plant during working hours, subject to the following conditions:—

- (i) That he discloses to the employer or his representative the complaint which he desires to investigate;
- (ii) that he makes his investigations in the presence of the employer or his representative (if the employer so desires);
- (iii) that he does not interfere with work proceeding in the workshop or plant;
- (iv) that he conducts himself properly.

(c) A union representative shall be a duly accredited representative of an organization concerned if he be the holder for the time being of a certificate, signed by the general secretary of that organization and bearing the seal of that organization, in the following form, or in a form not materially differing therefrom:—

(Name of organization.)

THIS IS TO CERTIFY THAT  
above-named organization.

is a duly accredited representative of the

(SEAL.)

Secretary.

Date—

Specimen signature of holder.  
Strictly not transferable.

## TIME AND WAGES BOOK.

18. (a) Each employer shall keep a record from which can be readily ascertained the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

(b) The time occupied by an employee in filling in any time record or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out when entering or leaving the employer's premises.

(c) The time and wages record shall be open for inspection to a duly accredited union official during the usual office hours at the employer's office or other convenient place. Provided that an inspection shall not be demanded unless the secretary of the union or the district secretary or organizer of any division suspects that a breach of the Determination has been committed. Provided also that only one demand for such inspection shall be made in one fortnight at the same establishment.

(d) The official making such inspection shall be entitled to take a copy of entries in a time and wages record relating to the suspected breach of the Determination.

## NOTICE BOARD.

19. The employer shall permit a notice board of reasonable dimensions to be erected in a prominent position in his establishment, upon which accredited union representatives shall be permitted to post formal union notices, signed or countersigned by the representative posting same.

Any notice posted on such board not so signed or countersigned may be removed by an accredited Union representative or by the employer.

## DEFINITIONS.

20. (a) "Assembler and Solderer" means an adult male employee engaged in the assembly, soldering, and simple filing of fabricated work, not covered by the definition of "Solderer";

(b) "Mounter—1st Class" means a tradesman required to exercise craft skill in the fashioning and/or repairing of articles from precious metals, and includes a goldsmith or silversmith.

(c) "Mounter—2nd Class" means an adult male employee, not being a tradesman, who is required to fabricate articles where fitting and adjustment are required.

(d) "Precious Gem Mounter" means a tradesman who is required to exercise craft skill in the fashioning and/or repairing of precious metals of a complete mount to be set with gems.

(e) "Process worker" means an employee engaged on—

- (i) repetition work on any automatic, semi-automatic or single-purpose machine or any machine fitted with jigs, gauges, or other tools rendering operations mechanical (and in connexion with which he is not responsible for the setting up of the machine, nor for the dimensions of the products other than by checking with gauges which gauges shall be either unadjustable or, if adjustable, shall not be set by the operator); or
- (ii) in the assembling of parts of mechanical appliances or other articles so made, in which no fitting or adjustment requiring skill is required; or
- (iii) in specialized processes—not requiring use of hand tools except hammers, pliers, screw-drivers, spanners, and files, and such tools as are necessary for deburring or removing rags or edging.

(f) "Setter of Precious Gems" means a tradesman who is required to exercise craft skill in the setting of precious gems.

(g) "Setter" means an adult male employee who sets stones in mounts which mounts, are not made by a machine.

(h) "Solderer" means an adult male employee who is required to do simple soldering, or the soldering of work held in jigs.

(i) "Year" means the period between the 1st day of June in each year and the next 31st day of May.

ALL WORK DONE TO BE ON EMPLOYER'S PREMISES.

21. It shall be a breach of this Determination if:—

- (a) An employer requires an employee to take home any material for the purpose of doing any work within the scope of this Determination.
- (b) An employee takes home any material for the purpose mentioned in sub-clause (a) hereof.

PERIODICAL ADJUSTMENT OF WAGES.

22. The wages rates set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed by clause 23.

The wages of adult females, junior females, and male juniors shall be the percentages of the needs basic wage, and in addition thereto the constant and further additional loadings specified in clause 4 of this Determination.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State .. .. .	5 14 0	6 0	6 0 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

23. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in February, 1949, the amounts of the Basic Wage shall be as prescribed in clause 22.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

In addition to the basic wage prescribed in clause 22, the margins and loadings set out hereunder shall constitute the minimum rates payable for the classes of work named therein:—

Classification.	Margin.	Loading.
	s. d.	s. d.
Precious gem mounter .. .. .	55 0	10 0
Setter of Precious gems .. .. .	55 0	10 0
Mounter—1st Class .. .. .	46 0	6 0
Mounter—2nd Class .. .. .	33 0	4 0
Drop hammer operator who sets dies and makes force .. .. .	41 6	6 0
Drop hammer operator, other .. .. .	21 0	3 0
Setter .. .. .	38 6	4 0
Melter and alloyer .. .. .	38 6	4 0
Lapper .. .. .	38 6	4 0
Polisher .. .. .	27 0	3 0
Assembler and Solderer .. .. .	27 0	3 0
Solderer, other .. .. .	21 0	3 0
Die setter .. .. .	23 0	3 0
Engine turner .. .. .	19 0	3 0
Press operator .. .. .	19 0	3 0
Process Worker (as defined) .. .. .	10 0	3 0
Carder .. .. .	10 0	3 0
Pinner up .. .. .	10 0	3 0
Other employees with not less than three months' experience in this industry .. .. .	6 0	3 0
All others .. .. .	Nil.	3 0

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 2nd December, 1948.

By Authority: J. J. GOURLEY, Government Printer, Melbourne.

